An Assessment of Various Components of Bill C-12 on the Duration of Unemployment Spells

Final Report

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Abstract

The *Employment Insurance (EI) Act*, which came into force with the passage of Bill C-12 in June 1996, was the most fundamental restructuring of the Unemployment Insurance program in the past 25 years. Such substantial changes are likely to affect the behaviour of many people. Given the variety of provisions contained in the Bill, various demographic groups are likely to be impacted differently and to different extents by these changes.

This research uses the fact that the implementation of Bill C-12 proceeded in two separate phases. With each phase being separated by a full quarter, it is in principle possible to estimate the impact of each by quasi-experimental methods using appropriate COEP surveys. Furthermore, given the numerous surveys available, it should also be possible to provide two separate estimates of the total impact of Bill C-12. One of the estimates relies on surveys that were relatively close to the implementation date of the Bill. It is thus important to investigate whether strategic behaviour can be detected in the data. If unaccounted for, such behaviour can seriously bias the parameter estimates obtained from quasi-experimental methods.

In general, the econometric and non-parametric results indicate that the new EI legislation has had an important negative impact on the duration of both the unemployment spells and the benefits recipiency spells. On the other hand, various demographic groups have reacted differently to the new provisions. When focusing on the duration of unemployment spells, we find that men have shortened their spells considerably more than women, and that part-time workers have reacted similarly compared to full-time workers. On the other hand, young workers do not seem to have reacted to the new provisions, whereas seasonal and non-seasonal workers have adjusted their behaviour similarly.

1. Introduction

The *Employment Insurance (EI) Act*, which came into force with the passage of Bill C-12 in June 1996, was the most fundamental restructuring of the Unemployment Insurance program in the past 25 years. Entrance requirements for new entrants and re-entrants, benefit levels, length of claims, repayment on benefits ("Clawback"), and maximum insurable earnings have all been substantially revised. In addition, an "intensity rule" that decreases the benefit rate in proportion to the number of weeks of regular benefits claimed since June 30th, 1996 has been introduced.

Such substantial changes are likely to affect individual behaviour. Previous legislative changes to the unemployment insurance system have been shown to have a substantial impact on workers' behaviour.[1] Despite all the successive UI and EI reforms that have taken place during the 1990s, the Canadian EI system arguably provides workers with the greatest control over their expected benefits. The number of weeks worked, the wage rates, the time chosen to file, etc., all strongly affect the amount and length of benefits a worker can expect to claim if or when he becomes unemployed. It is therefore not surprising that the previous literature found Canadian workers to be sensitive to these parameters.

The main goal of this research is to study the effects of the new EI legislation on unemployment and recipiency durations. The changes brought by the new EI legislation have been phased in gradually. Some changes were implemented as of June 30th, 1996 (Phase I). A second series of changes to insurance parameters were phased in as of January 1997 (Phase II). The effects of the changes implemented in each phase can be estimated separately by using two separate Canadian Out of Employment Panel (COEP) surveys for the appropriate quarters. Phase I corresponds to the third quarter of 1996 (Q96/03) and Phase II to the first quarter of 1997 (Q97/01). Thus, the impact of Phase I can be assessed by using the Q96/04 and Q95/04 COEP surveys. Phase II can be similarly assessed with the Q96/04 and Q97/04 COEP surveys. In implementing such a quasi-experimental approach in evaluating the EI legislation, it must be noted that the design may poorly approximate a true experiment with random assignment to treatments. Consequently, it will be important to investigate whether other explanatory variables have to be accounted for to properly measure the impact of the EI legislation.

The total impact (Phase I + Phase II) of the EI legislation can be measured using two different sets of COEP surveys: Q97/04 and Q95/04 or Q97/02 and Q96/02. *A priori* the two sets should yield very similar results. Both sets will be used in assessing the impact of Bill C-12 and their respective results will be contrasted.

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[1] See, for example, the series of evaluation studies of the 1994 UI reform published by Human Resources Development Canada.

The main difference between the quasi-experiment studied here and a true experiment with random assignment lies in the possibility of "strategic filing," in the terminology of Jones (1998). The term strategic filing usually refers to the possibility that workers may exert some control over the date at which they file a claim. The existence of such behaviour is normally assumed away when using quasi-experimental estimators. Here we will consider the date at which a claim is filed to be purely exogenous to the workers. On the other hand, we will investigate a different situation that is akin to strategic behaviour. We will look at the possibility that unemployed individuals may delay their exit as the implementation date of Bill C-12 nears in order to benefit as much as possible from the UI regime. As we will see later, the new EI legislation introduced provisions such as the "Clawback" and the "intensity rule" that impose penalties to claimants that are commensurate to the number of weeks of regular claim following June 30th, 1996. It is thus conceivable that spells in the previous quarter may be "strategically" increased somewhat. In fact, the closer the starting date of a claim is to June 30th, 1996, the more likely it will be affected by such "strategic" exit. Unless this possibility is explicitly taken into account, the quasi-experimental evaluation of Bill C-12 will be severely biased. Fortunately, quasi-experimental evaluations that rest on the quarters Q97/04 and Q95/04 will provide a check on estimates based on quarters Q97/02 and Q96/02.

2. *Bill C-12 Legislative Changes and the COEP Surveys*

The changes brought by the new Employment Insurance (EI) legislation were introduced in two phases. The impact of each phase will be evaluated separately. The following outlines the main features of each phase.

2.1 Changes Brought Under Phase I

- *Entrance Requirements for New Entrants or Re-entrants.* Under Unemployment Insurance (UI), a new entrant or a re-entrant[2] was required a minimum of 20 insurable weeks of work to qualify for UI, independently of the economic region of residence. Under EI, he/she is required 910 hours of work (equivalent to 26 weeks of 35 hours per week) of insurable employment.

- *Entitlement Schedule.* The new entitlement schedule is generally less generous under EI than UI and the maximum length of a claim has been reduced from 50 to 45 weeks.

- *Maximum Insurable Earnings (MIE).* The MIE is reduced to $750/week (from $845/week under UI) for all claims established since January 1, 1996, and the maximum benefit rate is reduced from $465/week under UI to $413/week under EI.

- *Repayment of Benefits ("Clawback").* Under UI, a claimant was required to repay some of the UI benefits received once his annual net income reached a value equal to 1.5 times the annual MIE ($63,570). Under EI, repayment occurs once the annual net income reaches 1.25 times the maximum insurable earnings ($48,750).

These sweeping changes are likely to impact various groups differently. For instance, the new entrance requirements are likely to impact take-up rates of part-time workers and individuals with low labour market attachment more than others. The new provisions regarding the entitlement schedule are likely to impact most unemployed workers by reducing recipiency durations.[3] Finally, the changes made to the MIE and the "Clawback" will likely affect full-time workers or individuals with strong attachments to the labour market.

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[2] Under UI, new and re-entrants are defined as those with less than 14 weeks of insurable employment or UI benefit weeks, or the combination of 14 weeks of insurable employment or benefits, in the last 52 weeks preceding the qualifying period. Under EI, the 14 week requirement has been replaced by 490 hours of work (equivalent to 14 weeks of 35 hours per week).

[3] The impact of various changes in the generosity of benefits have already been studied: see Jones (1998) for an analysis of the relation between benefits and unemployment duration; Browning (1998) for the impact of benefits on living standards; Storer and Van Audenrode (1998) for the impact of benefits on re-employment wages. We will not address any of these issues in this work. Rather, we will focus on measuring the overall effect of Bill C-12 on unemployment and recipiency durations.

2.2 Changes Brought Under Phase II

- *Entrance Requirements.* Phase II corresponds to January 5th, 1997. As of this date, 910 hours of insurable work were required for new entrants or re-entrants to be eligible for regular benefits. Individuals other than entrants/re-entrants were also required to have worked between 420 and 700 hours over the last 52 weeks, or since the last UI claim, to qualify for regular benefits. The minimum number of hours required to qualify depends on the economic region (54, down from 62 under UI) and the unemployment rate in the region where the claimant resides. Under UI, the same individual was required to have worked between 12 to 20 insurable weeks over the last 52 weeks, or since the last UI claim, to qualify. A week of employment was considered "insurable" if the claimant had worked at least 15 hours in that week. Under EI, there is no weekly minimum requirement for insurability.

- *Benefit Level.* Under UI, the basic benefit rate was 55 percent of weekly insurable earnings. The insurable earnings were averaged over the most recent 12 to 20 week period of insurable employment, up to the weekly Maximum Insurable Earnings (MIE). Under EI, the benefit rate is still 55 percent of weekly insurable earnings. However, insurable earnings are summed over the 26-week period prior to the last paid working day and averaged over a number known as "the divisor".

- *Intensity Rule.* Under UI, the number of previous claims had no incidence on the claimant's benefit rate. Under EI, this is no longer true. The basic benefit rate is now reduced by one percentage point for every 20 weeks of regular benefits collected in the previous five years. The maximum reduction is five percentage points.

- *Clawback.* As of January 5th, 1997, benefits repayment also takes into account the claimant's past regular benefits history received since June 30th, 1996. If the claimant has received 20 weeks or less of regular benefits in the past five years, a 30 percent repayment rate applies if his net annual income exceeded 1.25 times the MIE. If he has received more than 20 weeks of regular benefits during that same period, then the threshold for EI benefits repayment is lowered to $39,000 and the repayment rate varies between 50 to 100 percent, according to the number of weeks of regular benefits.

The more stringent entrance requirements for new entrants and re-entrants will likely seriously impact the take-up rates of many individuals who depict low labour market attachment. On the other hand, the "intensity rule" and the "Clawback" will mostly affect seasonal workers. To the extent that various socio-demographic groups have traditionally depicted more or less attachment to the labour market, the provisions implemented in both phases will impact them differently. For instance, if women or youths have traditionally been more concentrated in services sectors or the tourist industry, which fluctuate considerably over a year, then they are likely to be more affected by some of the new provisions of the EI legislation than other groups. On the other hand, individuals who have traditionally had very strong attachments to the labour market or who receive good wages will be mostly affected by the "Clawback" introduced in Phase II. It will thus be important in the ensuing empirical analysis to distinguish between broad socio-demographic groups to verify the extent to which they have been affected by provisions implemented under either Phase I or Phase II.

2.3 COEP Surveys

The data used in this work is drawn from nine successive so-called "1996 Canadian Out of Employment Panel (COEP) surveys". The target population is composed of Canadians aged 15 and over, living in the ten provinces or the territories, who had "job separations" between October 1995 and December 1997 inclusive.[4] Each COEP survey includes individuals who experienced job separations in a particular quarter. The surveys, based on a 10 percent random sample of individuals with Records of Employment (ROE) that are filed whenever a job separation occurs, are linked to administrative UI data and related records. The surveys contain detailed information on respondents' dates in and out of employment, reasons for break in employment, job search activities, demographics of the respondent and his/her household, etc. The fact that each survey uses a similar sampling methodology and identical survey instruments ensures that the empirical analysis is not flawed with biases that may arise for methodological reasons. In fact it is probably true that the COEP surveys constitute the best resource available in Canada, and perhaps more widely, to study the effects of program changes.

For the purpose of this study, it should be mentioned at the outset that not all job separations are included in the ensuing analysis. Separations that occurred for any of the following reasons have not been included in the final sample: injury, illness, disability leave, maternity or parental leave, other family responsibilities, return to school, retirement, or dismissal by employer. Table 1 presents descriptive statistics for each of the nine cohorts separately. The two light-shadowed columns correspond to Phase I and Phase II, respectively. Some variables show considerable variations across quarters, while others remain remarkably constant. The take-up rate represents the proportions of eligible workers that actually did claim benefits. Not surprisingly, take-up decreases as we move from the fourth quarter (October-December) to the first quarter (July-September). Notice however that the take-up rates are generally lower for equivalent quarters following Phase II. Eligibility, on the other hand, represents the proportion of workers that did qualify for benefits following a separation. It was computed using Status Vector information for workers who actually applied for benefits. In cases where workers did not apply for benefits, it was estimated using ROE information, the unemployment rate in the economic region at the time, and the benefit table at the time. A careful examination of the table indicates that the proportion of eligible workers decreased only very slightly following Phase II. The decrease certainly is less than one might have expected a priori given the nature of the changes that were implemented. The next couple of lines report information about the mean and median duration of unemployment spells and weeks of entitlement. As expected, the mean (and median) duration of unemployment spells varies considerably across quarters. The duration is at its highest in the second quarter and its lowest in the fourth quarter of each year.

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[4] The October 1995 cohort has fewer observations and suffers from technical problems. It will not be used here.

The middle portion of the table reports descriptive statistics for groups of workers that may be of particular interest. These are presented so as to highlight the significant changes in sample composition from one quarter to the next. For instance, the proportion of male claimants usually peaks in the fourth quarter (about 61 percent) and reaches its lowest level in the second quarter of any given year (about 45 percent). The proportion of youths is roughly constant year-round at approximately 17 percent, except in the third quarter where it reaches as much as 27 percent on average. Finally, the proportion of both seasonal and part-time workers varies in a predictable manner across the different quarters. These four groups (men–women, young–older workers, seasonal–non-seasonal workers and part-time–full-time workers) will be analysed separately in the empirical analysis.

The last portion of the table presents the mean value of various demographic variables. Although there is some variation across quarters, the mean values are relatively stable on a quarter-per-quarter basis. Notice that individuals in the third quarter are usually younger and proportionately less are married. This is naturally related to the fact that the proportion of youths increases significantly in that quarter, as reported in the bottom portion of the table.

Table 1 illustrates the importance of using comparable quarters when conducting a quasi-experimental analysis on the impact of program changes. On one hand, the figures show that there are considerable compositional changes in the samples across quarters. On the other hand, comparable quarters also depict variations in candidate explanatory variables. It is thus likely that the pure quasi-experimental effects will be affected once these variables (as well as others) are controlled for.

The table is also useful to illustrate how the quasi-experimental estimation of the program effects will be carried out. As mentioned earlier, Phase I corresponds to the third quarter of 1996. From Table 1 it is easy to see that using data for Q96/04 and Q95/04 will yield an appropriate estimate. Similarly, the effects of Phase II, which correspond to the first quarter of 1997, can be estimated using data for Q97/04 and Q96/04. Finally, the compounded effect of both phases can be estimated using either data for Q97/04 and Q95/04 or Q97/02 and Q96/02. In the former case, one could argue that the estimate may be more or less reliable given the data is taken from quarters relatively far apart (2 years). This should be no cause for concern given that differences in the economic environments between the two quarters can be adequately dealt with through regression analysis. In fact, the estimate that uses data for the Q97/04 and Q95/04 quarters should be the preferred one. Indeed, it can safely be argued that all behavioural adjustments to the implementation of the new EI legislation have taken place by 1997/04. Furthermore, claims that occurred during Q95/04 are sufficiently far from Phase I so as to be considered void of any strategic behaviour.[5] On the other hand, an unknown proportion of claims that occurred in Q96/02 may be the result of such strategic filing. We should thus expect the duration of some spells to have been stretched somewhat during the Q96/02 quarter in anticipation of the new provisions. Exits out of unemployment should thus decrease just prior to Phase I as the result of this, but also chiefly as a result of the intensity rule implemented in Phase II which decreases the benefit rate in proportion to the number of weeks of regular claims starting in Phase I.

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[5] Jones (1994,1998) discusses the issue of strategic filing at length. Essentially, individuals anticipating lengthy spells of unemployment may influence the date of separation in order not to fall under the new program (to the extent that the new program is less generous). Individuals anticipating short spells may be less inclined to do so.

Simple comparisons of mean spell durations provide *prima facie* evidence of the impact of the new legislation.[6] For instance, a simple comparison of the first and last columns of Table 1 indicates that the unconditional average spell length decreased by 1.5 months between 1997 and 1995. Thus, a pure quasi-experimental estimate would suggest that the new legislation induced an 11.7 percent drop in mean spell duration over that period. The total impact can be further decomposed into two components. By comparing the mean durations of the fourth quarter of 1996 and 1995, it is found that the average spell length decreased by 0.8 of a month following the implementation of Phase I. Similarly, by comparing the mean durations of the fourth quarter of 1996 and 1997, it is found that the implementation of Phase II is associated with a further 0.7 month drop in mean duration.

As mentioned earlier, the total impact of the new legislation can also be assessed by comparing the mean durations of the second quarter of 1996 and 1997. The figures reported in Table 1 show that the average duration increased slightly in the months that followed the implementation of Bill C-12. This result is in stark contrast to the one reported above. However, these estimates are reliable only to the extent that our quasi-experimental design adequately mimics a true experiment with random assignment. It is thus likely that changes in the economic environment or individual behaviour across quarters have sufficiently impacted mean spell durations so as to render pure quasi-experimental estimates inappropriate.

The estimates reported above are based on simple mean durations that do not explicitly account for right censoring.[7] It is customary in the literature to focus on survival rates to avoid any bias that may arise due to right censored spells. Figures 1–9 plot Kaplan-Meier survival functions of unemployment spells for various socio-demographic groups before and after the implementation of Bill C-12. In each case, cohorts Q95/04 and Q97/04 are used to compute the "Before" and "After" functions, respectively. Figure 1 plots the survival function for the entire sample. As shown, the "After Bill C-12" survival function lies everywhere below the "Before Bill C-12" function. This naturally translates into shorter average spells in the "After Bill C-12" period and is consistent with the relevant mean duration reported in Table 1. Figures 2–9 report results for women, men, seasonal workers, non-seasonal workers, youths, adult workers, and part-time and full-time workers. Inspection of these figures reveals that the "After Bill C-12" survival functions always lie entirely below the "Before Bill C-12" functions. Although these figures are based on unconditional durations, they provide *prima facie* evidence that Bill C-12 has had a negative impact on the duration of unemployment spells.

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[6] The durations reported in Table 1 are unconditional means since they do not account for differences in business cycles conditions or changes in the sample composition across quarters that may be partly responsible for changes in mean spell durations.

[7] A right censored spell is a spell that is ongoing at the end of the sample window. If the average duration is higher in a given quarter, then more spells are likely to be right censored. Consequently, a simple comparison of average durations across two quarters is likely to generate a downward biased estimate.

Figures 10–18 plot the Kaplan-Meier survival functions of recipiency durations for the same socio-demographic groups as in Figures 1–9. Using the complete sample (Figure 10) we find that the "After Bill C-12" curve lies everywhere below the "Before Bill C-12" curve. It thus appears that the average recipiency duration has decreased following the implementation of Bill C-12. In fact, inspection of the remaining figures reveals that the mean recipiency duration of most demographic groups has increased rather than decreased following Bill C-12. Only adult and part-time workers have experienced somewhat shorter durations.

The null assumption that the survival functions depicted in each figure are the same can be tested formally with a Log-rank test.[8] This test statistic is distributed under the null assumption. Note that the test is not particularly good at detecting differences when survival curves cross and should be used with caution when they do. Table 2 provides a series of log-rank tests based on unemployment durations as well as recipiency durations. None of the unemployment survival curves depicted in Figures 1–9 cross. The Log-rank tests can thus be used to test the null assumption. It turns out that the null assumption is strongly rejected in all cases, except for young adults. On the other hand, the survival curves based on recipiency durations cross in several cases. Because most cross near the right extremity of the curves, the Log-rank test is likely not too severely affected. The statistics reported in Table 2 indicate that the average recipiency duration for the whole sample has decreased following Bill C-12. The test is unable to strongly reject the null assumption when using samples restricted either to women, seasonal workers, and part-time workers. Finally, the test statistics strongly reject the null assumption when using samples restricted to men, adult workers, and full-time workers.

The above test statistics are based on unconditional recipiency and unemployment durations and as such, do not account for changes that may have occurred in the economic environment, in individual behaviour, or in sample composition between the two periods. In order to better assess the true impact of Bill C-12 we must now turn to econometric analysis.

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[8] The null assumption is H_0: $S_1(t) = S_2(t) \forall t$, where $S_1(t)$ and $S_2(t)$ are the "Before" and "After" survival rates at week t, respectively. This assumption can also be tested using a Wilcoxon test. The reasons for choosing a log-rank test are twofold. First, it can be shown that the Wilcoxon test gives more weight to early times than late times. Second, the log-rank test is closely related to tests for differences between two groups that are performed in the framework of Cox's proportional hazard model. Since we will be using Cox's proportional hazard models to estimate the impact of Bill C-12, it is probably better to report test statistics based on the log-rank test.

3. Econometric Analysis: Cox Partial Likelihood Models

It has become customary to follow Cox (1972) and to specify a so-called proportional hazard function. Let

$$\lambda_i(t) = \lambda_0(t)\exp[x_i(t)\beta].$$

The term on the left-hand side, $\lambda_i(t)$, is the individual exit rate at time t. The first term on the right-hand side, $\lambda_0(t)$, is the baseline hazard, i.e. the hazard common to all individuals. The second term captures the effect of the explanatory variables whose values may, or may not, change over time, and β is an appropriately dimensioned vector of parameters to be estimated. The exponential term constrains the hazard rate to be positive. This model is said to be proportional since the exogenous variables simply multiply the baseline hazard.[9] Intuitively, this model states that the individual hazard rate can be written as the product of a component that is identical for each individual [$\lambda_0(t)$] and a person specific component ($\exp(x_i(t)\beta)$). It is assumed that individual circumstances, as captured by $x_i(t)$ (age, benefits during the spell, unemployment rates during the spell, etc.), are responsible for differences in hazard rates for individuals within the same socio-demographic group.

This econometric model allows for right censoring, i.e. the existence of ongoing spells at the end of the sample period. The main difficulty in specifying a statistical model lies in the choice of a particular functional form for the baseline hazard. There are essentially three ways to model $\lambda_0(t)$. First, one can rely on well-known parametric models (Weibull, log-logistic, etc.). Second, one can approximate $\lambda_0(t)$ non-parametrically to avoid having to choose a particular functional form. Third, one can turn to Cox's partial likelihood model and avoid having to specify a function for $\lambda_0(t)$ altogether. This remarkable result implies that the β coefficients can be estimated without having to specify any functional form for $\lambda_0(t)$. In what follows, we will use Cox's partial likelihood estimator to assess the impact of Bill C-12.

The econometric assessment of the new Employment Insurance (EI) legislation can be conducted on the basis of two different indicators: (1) duration of unemployment spells following job separation; (2) Unemployment Insurance (UI) recipiency durations. Both indicators provide different insights into the adjustments to the legislation. Furthermore, when studying both indicators the analyst must keep in mind that the samples at his disposal are not representative of the same underlying population. Indeed, some unemployed individuals may or may not qualify for benefits, while others may qualify but elect not to claim benefits. Thus, the analysis of unemployment durations is more relevant within the context of a theoretical job-search model. The analysis of the recipiency durations, on the other hand, rests on individuals that both qualify for benefits and have elected to claim benefits. The main interest for studying recipiency durations relates to the budgetary implications of policy changes. Because they rely on fundamentally different samples, both indicators have very little in common and are thus of interest for their own sake.[10] Results for both indicators will be presented in turn. We first start with the duration of unemployment spells.

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[9] In fact, the model is said to be proportional because the hazard for any individual is a fixed proportion of the hazard for any other individual. To see this, take the ratio of the hazard for two individuals *i* and *j*:

$\frac{\lambda_i(t)}{\lambda_j(t)} = \exp(\beta(x_i(t) - x_j(t)))$. Hence, $\lambda_0(t)$ cancels out of the equation.

3.1 Results for Unemployment Spells

A common feature of conducting quasi-experimental evaluations of policy change is to start by specifying the simplest model possible, i.e. by incorporating a single dummy variable that captures the treatment effect ("After Bill C-12" period in our case). To the extent the samples in both the "Before" and "After" periods are homogeneous, and to the extent the economic environment has remained stable over time, the parameter estimate can be interpreted as a pure treatment effect. The empirical strategy consists of gradually introducing explanatory variables into the model to study the robustness of the initial estimate. This is precisely the strategy we follow in this research.

As there are numerous tables in the appendix, it is perhaps worthwhile to explain at this stage how the results are structured. In all, there are eight separate socio-demographic groups that are studied separately. These groups were deemed more likely to be affected by the new EI legislation or to be of particular interest. These groups are: women, men, youths, adults, part-time workers, full-time workers, seasonal workers and non-seasonal workers. In addition, the first set of results concerns the entire sample. There are thus nine different sets of results pertaining to unemployment durations. Each set of results contains three different tables. The first table looks at the impacts of Phase I and Phase II separately. The second and third tables provide estimates of the total impact of Bill C-12. The second table uses data from Q97/04 and Q95/04, while the third uses data from Q97/02 and Q96/02. Finally, the first column of each table presents a "pure" quasi-experimental estimate and additional columns simply introduce additional explanatory variables into the model to investigate the robustness of the "pure" estimate.

It would be unreasonable to discuss each single table in turn. Instead, we will highlight the most salient results in each set and underline regularities that are found across most tables.

- ***Complete Sample***

Tables 3–5 report results for the entire sample. The variable C-12 is a dummy indicator that equals 1 in the period after Bill C-12 and 0 in the period before. As mentioned previously, the effects of Phase I are estimated with cohorts from Q96/04 and Q95/04. The dummy indicator is thus equal to 1 for spells that occurred during Q96/04 and 0 for those that occurred during Q95/04. The significantly positive coefficient of 0.115 on the C-12 variable in the first column of Table 3 means that the hazard rate out of unemployment is higher in Q96/04 than Q95/04. Recall that the explanatory variables operate on the baseline hazard rate through exp$(x'\beta)$. The point estimate thus implies that the baseline increased by a proportion of exp(0.115)= 1.1218, i.e. a 12.18 percent increase between quarters. Recall from Table 1 that a simple comparison of mean durations between Q96/04 and Q95/04 yielded a decrease of 0.8 of a month, equivalent to 5.1 percent. The difference between 5.1 percent and 12.18 percent is entirely attributable to the fact that the latter accounts for censored spells whereas the former does not.

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[10] The two groups are very different because of the presence of a large number of job losers who are not eligible for EI, and of a large group of workers who are eligible, but do not claim (see Bertrand, Duclos and Van Audenrode (1999) for example). Looking at recipients allows us to better insulate the effects of the reform conditional on being eligible, but misses potential changes in eligibility and take-up decisions caused by the reform.

The second column adds a series of demographic control variables. Eligibility is a dummy variable whose value is 1 if the individual is entitled to benefits. Entitlement represents the number of weeks of benefits entitlement. Minority is a dummy indicator equal to 1 if the individual is part of a "visible" minority. Unemployment rate refers to the rate in the individual's region of residence. Next is a series of nine provincial dummy variables. Ontario has been omitted from the list.[11] Consequently, the parameter estimates must be interpreted with respect to Ontario. Finally, the table contains a series of six school dummy indicators. The omitted group is "less than high-school". The parameter estimates must be interpreted accordingly. The inclusion of demographic variables slightly decreases the magnitude of the C-12 coefficient even though few control variables are statistically significant. Being part of a visible minority decreases the hazard rate considerably. Being married also decreases the exit rate, although the parameter is only marginally significant. Interestingly, individuals living in PEI, Saskatchewan or Alberta have higher exit rates than those living in Ontario. None of the parameter estimates on the school dummy variables come out statistically significant.

In the third column four additional dummy variables are added to the model. These variables investigate whether men behave differently than women and whether there are any differences between youths (25 years of age or less) and adults, part-time workers and full-time workers, and seasonal versus non-seasonal workers. As mentioned above, these four categories were chosen because of their expected sensitivity to the new EI legislation or for their intrinsic interest. Note that the introduction of the additional variables brings the parameter estimate of C-12 to its original value in the first column. All new four variables are statistically significant. The results indicate that, all else being equal, men have much higher exit rates than women, youths exit faster than adults, full-time workers have higher exit rates than part-time workers, and finally, seasonal workers have much higher exit rates than non-seasonal workers. According to the parameter estimate, seasonal workers have exit rates that are 62 percent higher than non-seasonal workers (=1-exp(0.483)).

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[11] The samples include no observations from the Territories or Yukon.

The specification in column 4 investigates whether the exit rates are sensitive to the number of entitlement weeks left in a claim. Exhaust (8,4,2) are time-varying dummy indicators that equal 1 whenever there are between 4-8, 2-4, or less than 2 weeks of entitlement left, respectively. These variables are meant to capture the "exhaustion" effect found in the literature.[12] Although none of the variables are statistically significant, they all bear a negative sign, which is somewhat surprising.[13]

Finally, the fifth column of the table presents the full specification. Most parameter estimates are relatively robust and in particular, the parameter estimate of C-12 is nearly identical to the quasi-experimental estimate in column 1. One notable result concerns the school dummy variables. In the full specification, some are now statistically significant and have the expected sign. In particular, those who have some college or university training have systematically higher exit rates.

The lesson to be drawn from so far is that the provisions of Bill C-12 that were implemented in Phase I seem to have affected the exit rates in the expected direction but the order of magnitude is relatively modest. We now turn to the next five columns of the table, which focus on the provisions implemented under Phase II. The results show little evidence that Phase II has had any impact on the exit rates. The parameter estimate of C-12 ranges between 0.05 and 0.08 and its statistical significance is sensitive to the choice of a particular specification. Note that most explanatory variables are not statistically significant. On the other hand, the parameter estimates associated with PEI, Nova Scotia, and New Brunswick are significant and are quite sensitive to the inclusion of dummy indicators for men, youth, full-time, and seasonal workers. Given the prevalence of seasonal work in these provinces, once this is controlled for, these provinces are not much statistically different from Ontario.[14]

The next table provides estimates of the total impact of Bill C-12 based on cohorts 1997/04 and 1995/04. The cohort 1995/04 is sufficiently remote from the implementation of Phase I to assume that no strategic claims occurred during that quarter. Furthermore, cohort 1997/04 is sufficiently far from Phase II to assume that all behavioural adjustments have taken place and that individuals experiencing unemployment spells have fully integrated the new provisions of the EI legislation. Consequently, the comparison of these cohorts should provide the best possible estimate of the total impact of Bill C-12.

The first column in Table 4 shows that the total impact of Bill C-12 was to raise the exit rates considerably. Not surprisingly, this is roughly equal to the sum of the corresponding parameter estimates of Phase I and Phase II. The parameter estimate is highly significant and translates into an overall increase of 18.4 percent (=1-exp (0.169)).[15] The set-up of the next four columns is identical to that of the previous table. Notice that the parameter estimate of Bill C-12 is very robust and hardly varies across specifications. As before, the dummy indicator for PEI is sensitive to the inclusion of the seasonal dummy and the parameter estimate of Saskatchewan is large and significant. Interestingly, once we control for men, youth, full-time and seasonal work, the parameter estimates associated with schooling variables all become statistically significant.

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[12] Meyer (1990) was the first to investigate the impact of exhaustion on the exit rates from unemployment in the U.S.

[13] Jones (1998) has found a similar result using Canadian Out of Employment (COEP) data.

[14] This is based on regression results not reported here for the sake of brevity.

Table 4 shows that Bill C-12 has had some impact on the exit rates. As mentioned previously, given the timing of the COEP surveys it is possible to obtain a second estimate of the impact of Bill C-12. For this second estimate, the "Before" cohort includes spells that occurred during 1996/02 while the "After" cohort includes those that occurred during 1997/02. In theory, the two estimates should be similar.[16] Yet, given the proximity of the "Before" cohort and Phase I it is conceivable that the estimate will be contaminated by unusual behavioural adjustments. Indeed, recall that the tracking of benefits for both the "Clawback" and the "intensity rule" start with Phase I. To the extent that some individuals are likely to experience future unemployment spells (insured or not), they may elect to extend their spell as much as possible before the tracking is implemented. As a result, some of the claims that occurred during 1996/02 may be unusually lengthy, and the quasi-experimental estimate may be biased downward.

Table 5 presents the results based on the 1997/02-1996/02 cohorts. The first five columns of the table are identical to that of the previous table. The last four columns introduce an additional time-varying covariate. The Remain (8,4,2) variable is a time-varying indicator that equals 1 whenever there are between 4-8, 2-4, or 0-2 weeks left before the implementation of Bill C-12, respectively. We will first focus on the first five columns. A striking feature of these columns is that the parameter estimate of C-12 is not statistically different from zero. Hence, using these cohorts it appears that Bill C-12 has had no impact whatsoever on the duration of unemployment spells. These results are also consistent with those reported in Table 1. The remaining parameters are qualitatively similar to those of the previous table. Indeed, the parameter estimate associated with PEI is sensitive to the inclusion of the seasonal variable and individuals living in Saskatchewan (and Alberta) appear to have much shorter spells than any one else in Canada. Note also that the schooling variables have the expected sign and most are statistically significant.

On the whole, the results of Table 5 are relatively similar to those of Table 4, except for the parameter estimate of interest, C-12. We now turn to the last four columns of the table. The various specifications of these columns investigate the robustness of the parameter estimates of C-12 to the inclusion of different sets of explanatory variables. The striking feature of these columns is that the C-12 parameter is now statistically significant and very close to the one obtained using the two previous cohorts. The change in the parameter estimates of C-12 is entirely due to the inclusion of the Remain (8,4,2) covariates. The table indicates that all three parameter estimates are negative, although only Remain-2 is ever statistically significant. In other words, it appears as though the individuals who entered a claim near the implementation of Bill C-12 may have purposely postponed their exit so as to claim as much benefits as possible without incurring future penalties. The remaining parameter estimates of the last four columns are remarkably similar to those of the first five columns and to those of the previous table.[17]

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[15] This is slightly larger than the result obtained from a simple comparison of the mean durations reported in Table 1. Again, the difference is entirely attributable to the fact that the latter does not account for censored spells.

[16] The impact of Bill C-12 is a parameter estimate and is thus a random variable. Hence, the two estimates cannot be identical. But they should be close to each other in the statistical sense, i.e. we should not reject the null assumption that they are equal.

The conclusions to be drawn from the results presented so far are twofold. First, it seems that the provisions implemented under Phase I have had more impact than those implemented under Phase II. This should not be surprising since the benefits tracking for both the "Clawback" and the "intensity rule" were implemented under Phase I. Second, it appears that some claimants may have the ability to postpone their exit from unemployment in order to benefit as much as possible from the older UI legislation. These results pertain to the whole population of claimants. As such, the parameter estimates of all socio-demographic groups are constrained to be identical. In what follows, we will present results for each group separately. Doing so will allow us to determine which group has been most affected by the new EI legislation.

• *Women and Men*

Tables 6–11 present the results pertaining to women and men separately. Each set of three tables is set up in the same manner as the tables pertaining to the whole sample. We will start by discussing the results for women.

The impact of Phase I is presented in the first five columns of Table 6. All five columns indicate that the provisions implemented under Phase I have had no statistical impact on their exit rates. The results for PEI and Saskatchewan are qualitatively similar to those of the whole sample. Very few parameter estimates are statistically significant. As before, being young (Youth) or being a seasonal worker (Seasonal) increases significantly the exit rates. The last five columns provide some evidence that Phase II has had some impact on the exit rates. The parameter estimates are all statistically significant at 5 percent, except for the pure quasi-experimental estimate which turns out not to be significant.

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[17] We have also included the variables Remain (8,4,2) when investigating the impact of Phase II alone. Recall that the entrance requirements have changed dramatically starting with Phase II. These changes may have made it easier for some workers to qualify for benefits. Thus, these workers could have delayed their exit in the weeks prior to Phase II knowing they would qualify for benefits. For the sake of brevity, we have not reported these results in the tables. When statistically significant, the parameter estimates indicate that the exit rates increase rather than decrease in the weeks before Phase II. They are thus consistent with the fact that the (insured or uninsured) unemployed workers are adversely affected by the "intensity rule".

Table 7 provides estimates of the total impact of Bill C-12 for women using cohorts 1997/04 and 1996/04. The C-12 parameter estimates are all statistically significant and very similar to those concerning Phase II. This is not surprising given that Phase I was found not to have any impact. Table 8 provides an alternative estimate of the total impact using cohorts 1997/02 and 1996/02. The first five columns indicate that C-12 has had no impact on the exit rates of women. This result is very similar to the one obtained for the complete sample. The specifications of the last four columns include the Remain (8,4,2) variables. It turns out that their inclusion has a direct impact on the parameter estimates of C-12. Indeed, both Remain-4 and Remain-2 are negative and statistically significant. Hence, it must be concluded that some female claimants managed to postpone their exit from unemployment in the weeks preceding the implementation of Bill C-12. Consequently, a comparison of the two cohorts that does not account for such behavioural adjustment will yield a downward biased estimate of the true impact of Bill C-12. As it turns out, both Tables 7 and 8 yield very similar estimates of the impacts of Bill C-12 on women's exit rates.

Tables 9–11 concern men. Table 9 shows that Phase I has had a considerable impact on men's exit rates. The parameter estimates are robust with respect to various specifications. On the other hand, Phase II appears not to have had any impact on their exit rates. Not a single parameter estimate is significant at conventional levels. The total impacts reported in Table 10 are sizeable and approximately correspond to the compounded impacts of Phase I and Phase II reported in the previous table. There is no contradiction in the fact that the total impact is significant while that of Phase II is not. What is more puzzling on the other hand, is that the measure of Bill C-12 obtained from cohorts 1997/02 and 1996/02, as reported in Table 11, is not significant even when accounting for weeks remaining prior to implementation. The parameter estimate of Remain-2 is statistically significant and its inclusion in the model increases the parameter estimate of C-12, but the significance level of the latter remains very weak.

The overall conclusions of these results are that men have been impacted somewhat more than women from the new EI legislation, and that women have reacted more to Phase II while men seem to have reacted more to Phase I.

• Seasonal and Non-Seasonal Workers

Our next set of results concerns seasonal and non-seasonal workers and is presented in Tables 12–17. The first column of Table 12 indicates that Phase I has increased the exit rates of seasonal workers. Once we control for various explanatory variables the impact is reduced somewhat and loses some of its statistical significance (P-value = 0.071). Consequently, it must be concluded that the economic environment of seasonal workers has changed sufficiently between cohorts so as to affect their overall exit rates upwardly. Although the evidence is statistically weak, Phase I still has had a small, albeit not very significant, impact. As an indication that seasonal workers were responsible for PEI having a large parameter estimate, notice that when we focus on the sample of seasonal workers the PEI parameter estimate is small in absolute value and no longer significant.

Phase II also appears to have had little impact on the exit rates of seasonal workers. Indeed, not a single parameter estimate associated with Bill C-12 is statistically significant. Table 13 reports that the overall impact of C-12 has increased the exit rates of seasonal workers by approximately 17 percent (1-exp(0.16)). This is roughly equal to the compound impact of Phases I and II. The result is robust and highly statistically significant. Turning to the alternate estimate in Table 14, we notice once again that the total impact is not statistically different from zero in the first five columns. When controlling for weeks remaining before implementation, the total impact of Bill C-12 is roughly equal to that of Table 12 but is not statistically significant.

The results pertaining to non-seasonal workers are presented in Tables 15–20. The impact of Phase I, as reported in Table 15, is relatively weak and imprecise. The statistical significance of the C-12 parameter estimate is sensitive to the choice of a particular specification. As for seasonal workers, the parameter estimate decreases somewhat once we control for various explanatory variables. Phase II, on the other hand, appears not to have had any impact on the exit rates. The total impact measured by cohorts 1997/04 and 1995/04 is reported in Table 16. The parameter estimate is large, significant and corresponds to the compounded effects of Phases I and II. The alternate estimate reported in Table 17 is equal to zero when no account is made of time remaining before implementation of Phase I. When controlled for, the total impact is significant and closely matches the impact of Phase I. Once again it must be concluded that non-seasonal workers have somehow managed to postpone their exits from unemployment in the weeks prior to Phase I.

• *Young and Older Workers*

The samples are next broken down according to age groups. The "younger" workers include those that were 25 years of age or less while unemployed and the "older" workers include those that were aged more than 25. The results for these two groups are included in Tables 18–23.

The results in Table 18 clearly indicate that Phase I has had no impact on young workers' exit rates. Notice also that apart from Men and Seasonal, not a single parameter estimate is statistically significant. In particular, PEI and Saskatchewan are no longer significant. The other panel of the table also indicates that Phase II has had no statistically significant impact on their exit rates. It should thus come as no surprise that the total impact, as measured by cohorts 1997/04 and 1995/04 in Table 19, is also not statistically significant. On the other hand, the total impact measured by cohorts 1997/02 and 1996/02 (Table 20) is marginally statistically significant when we control for weeks remaining prior to Bill C-12.

Older workers, on the other hand, appear to have been more sensitive to the new EI legislation. As reported in Table 21, Phase I has had a significant impact on their exit rates, but not Phase II. The total impact measured by cohorts 1997/04 and 1995/04 in Table 22 is large and statistically significant. When measured with cohorts 1997/02 and 1996/02, the total impact is not significant, even when controlling for weeks remaining before implementation.

- ***Part-Time and Full-Time Workers***

The last set of results concern part-time and full-time workers and is presented in Tables 24–29. An individual is considered a part-time worker if the average weekly number of hours on the last job before separation was less or equal to thirty. The first panel of Table 24 shows that Phase I has had no statistically significant impact on the exit rates of part-time workers. On the other hand, Phase II has had a significant impact that is relatively robust across specifications. The parameters associated with the explanatory variables behave as they did for the other demographic groups. The next table provides estimation of the total impact of Bill C-12 based on quarters 1997/04 and 1995/04. Not surprisingly, the results essentially replicate those of Phase II in the previous table. Finally, Table 26 provides an alternative estimate of the total impact based on quarters 1997/02 and 1996/02. As before, the first five columns do not take into account the possibility of strategic behaviour. It is thus found that Bill C-12 has had no impact on exit rates of part-time workers. Surprisingly, once we do control for strategic behaviour, the parameter estimates still indicate that Bill C-12 has had no impact.

The results pertaining to full-time workers are presented in Tables 27–29. The impacts of Phase I and Phase II are opposite to those of part-time workers. Indeed, Phase I appears to have had a significant impact on their exit rates, whereas Phase II appears not to have had any. The total impact of Bill C-12, as reported in the next table, is naturally approximately equal to that of Phase I, since Phase II was found to have no effect. Finally, the last table reports the total impact of Bill C-12 based on the quarters 1997/02 and 1996/02. The results of the first five columns, in which we do not control for strategic behaviour, indicate that Bill C-12 has had no impact on the exit rates of full-time workers. When we do control for the latter, we find the total impact to be approximately equal to the one obtained from quarters Q97/4 and Q95/04. This is strong evidence of strategic behaviour.

3.2 Results for Recipiency Durations

We have conducted the same analysis as above for recipiency durations. The results are contained in Tables 30–56. It would be rather tedious to discuss all the results in detail. Given that they are qualitatively similar to those concerning unemployment spells, we will instead focus on what follows in broad results.

As a general rule, the impact of the new EI legislation on recipiency durations is smaller in absolute value than its impact on the duration of unemployment spells. Given smaller sample sizes, the results are also usually less precise than previously.

Phase II has had no impact on the exit rates of any of the demographic groups considered, except for seasonal workers. In the latter case, Phase II has significantly increased their exit rates. Interestingly, Phase I has had a noticeable impact on the exit rates of men, adult workers, full-time workers, and seasonal workers, but none on women, young workers, part-time workers, and non-seasonal workers. These results are relatively robust. The total impact of Bill C-12 measured by the Q97/04 and Q96/04 quarters are consistent with these findings. On the other hand, the results based on quarters Q97/02 and Q96/02 perform relatively poorly, even when accounting for strategic behaviour. Indeed, only for seasonal workers do both estimators yield sensibly similar results.

4. Conclusion

The *Employment Insurance (EI) Act*, which came into force with the passage of Bill C-12 in June 1996, was the most fundamental restructuring of the Unemployment Insurance program in the past 25 years. Such substantial changes are likely to affect the behaviour of many people. Given the variety of provisions contained in the Bill, various demographic groups are likely to be impacted differently and to different extents by these changes.

This research uses the fact that the implementation of Bill C-12 proceeded in two separate phases. With each phase being separated by a full quarter, it was possible to estimate the impact of each by quasi-experimental methods using appropriate Canadian Out of Employment Panel (COEP) surveys. Furthermore, given the numerous surveys available, it was also possible to provide two separate estimates of the total impact of Bill C-12. One of the estimates relied on surveys that were relatively close to the implementation date of the Bill. We have thus investigated whether strategic behaviour could be detected in the data. If unaccounted for, such behaviour can seriously bias the parameter estimates obtained from quasi-experimental methods.

In general, the econometric results indicate that the new EI legislation has had a negative impact on the duration of both the unemployment spells and the benefits recipiency spells. On the other hand, various demographic groups have reacted differently to the new provisions. When focusing on the duration of unemployment spells we find that men have shortened their spells considerably more than women, and that part-time workers have reacted similarly compared to full-time workers. On the other hand, young workers do not seem to have reacted to the new provisions, whereas seasonal and non-seasonal workers have adjusted their behaviour similarly.

Although the results using the duration of benefits recipiency usually agree with those using the duration of unemployment spells, it must be stressed that the recipiency durations of women and non-seasonal workers have not been affected by the new provisions of Bill C-12. This is in contrast to the results pertaining to the duration of unemployment spells and has important budgetary implications.

Finally, the data on unemployment spells revealed that a number of individuals have somehow managed to postpone their exit to some extent in order to benefit as much as possible from the Unemployment Insurance (UI) regime and to avoid being penalized eventually if and when they experience another spell. The econometric treatment of such strategic behaviour is not fully satisfactory. It nevertheless allowed us to identify the existence of such behaviour and was sufficient in many cases to reconcile the results from using two different sets of COEP surveys.

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Appendix A: Tables

TABLE 1

Descriptive Statistics

	Cohort								
	1995 Q4	1996 Q1	1996 Q2	1996 Q3	1996 Q4	1997 Q1	1997 Q2	1997 Q3	1997 Q4
Take-up Rate (%)	71.70	69.60	65.30	55.50	73.40	66.20	58.90	59.70	64.70
Eligibility (%)	83.40	83.70	84.60	84.50	83.30	83.40	83.60	84.10	84.10
Unemployment Duration*									
Mean	15.75	16.47	18.98	18.58	15.02	16.69	19.44	18.40	14.32
Median	10.00	13.00	16.00	17.00	10.00	13.00	17.00	17.00	10.00
Weeks of Entitlement									
Mean	33.54	33.54	33.66	33.59	33.60	33.71	33.61	33.60	33.60
Median	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00	32.00
Proportion of									
Men	62.94	61.26	47.83	55.70	60.86	55.82	44.40	56.11	61.45
Youth (<= 25)	19.60	16.80	17.70	28.50	17.10	18.40	17.20	25.90	20.50
Seasonal Workers	41.40	25.20	17.80	21.50	37.60	23.20	16.70	26.30	40.70
Part-Time Workers	16.90	20.40	33.20	18.80	18.60	23.60	34.60	18.20	18.70
Age	36.70	36.93	37.52	34.50	37.26	36.77	37.49	35.33	36.55
Married	61.90	63.31	63.73	52.02	62.00	61.17	63.86	54.45	58.84
Education	5.54	5.67	6.23	6.07	5.69	5.84	6.36	5.89	5.71
Observations	3,761	4,282	4,635	4,817	3,800	3,420	3,807	4,167	4,218

* Conditional on being greater than zero.

TABLE 2
Log-Rank Statistics — Survival Functions

	Unemployment Spells		Recipiency Durations	
	Log-Rank	**P-Value**	**Log-Rank**	**P-Value**
Complete Sample	29.478	0.000	16.983	0.000
Women	5.670	0.017	4.218	0.040
Men	29.411	0.000	13.507	0.000
Seasonal Workers	11.588	0.001	2.751	0.097
Non-Seasonal Workers	18.888	0.000	14.103	0.000
Young Adults (-25)	1.361	0.243	8.271	0.004
Adults (25+)	28.305	0.000	10.827	0.001
Part-Time Workers	6.694	0.010	3.004	0.083
Full-Time Workers	23.648	0.000	13.370	0.000

TABLE 3
Decomposition of the Impact of Bill C-12 — Unemployment Spells

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.115	0.033	0.088	0.039	0.116	0.039	0.087	0.039	0.116	0.039	0.054	0.032	0.082	0.037	0.057	0.037	0.082	0.037	0.057	0.037
Men					0.276	0.044			0.275	0.104					0.294	0.041			0.294	0.041
Youth (<= 25)					0.198	0.051			0.196	0.163					0.163	0.049			0.161	0.049
Full-Time					0.122	0.058			0.124	0.104					0.083	0.054			0.084	0.054
Seasonal					0.483	0.042			0.483	0.044					0.482	0.041			0.484	0.041
Exhaust-8							-0.071	0.104	-0.072	0.051							-0.103	0.102	-0.104	0.102
Exhaust-4							-0.210	0.162	-0.216	0.058							-0.107	0.154	-0.110	0.154
Exhaust-2							-0.103	0.103	-0.105	0.042							-0.181	0.104	-0.208	0.104
Eligibility			-0.050	0.093	-0.039	0.093	-0.099	0.114	-0.089	0.115			-0.047	0.090	-0.044	0.090	-0.154	0.114	-0.172	0.114
Entitlement			0.002	0.002	0.001	0.002	0.000	0.002	0.000	0.002			0.002	0.002	0.002	0.002	0.000	0.002	0.000	0.002
Minority			-0.338	0.115	-0.271	0.116	-0.338	0.115	-0.271	0.116			-0.110	0.097	-0.049	0.098	-0.110	0.097	-0.051	0.098
Married			-0.081	0.040	0.016	0.043	-0.082	0.040	0.015	0.043			-0.069	0.038	0.011	0.040	-0.069	0.038	0.011	0.040
Unemployment Rate			-0.001	0.004	0.000	0.004	-0.001	0.004	0.000	0.004			-0.003	0.004	-0.002	0.004	-0.003	0.004	-0.002	0.004
Newfoundland			-0.008	0.085	-0.124	0.085	-0.008	0.085	-0.124	0.085			0.010	0.085	-0.106	0.085	0.011	0.085	-0.107	0.085
P.E.I.			0.328	0.089	0.165	0.090	0.325	0.089	0.162	0.090			0.369	0.090	0.181	0.091	0.370	0.090	0.179	0.091
Nova Scotia			-0.014	0.088	-0.103	0.088	-0.017	0.088	-0.106	0.089			0.142	0.085	0.025	0.086	0.138	0.085	0.020	0.086
New Brunswick			0.016	0.088	-0.069	0.088	0.017	0.088	-0.069	0.088			0.184	0.082	0.109	0.083	0.183	0.082	0.107	0.083
Quebec			-0.026	0.079	-0.034	0.079	-0.027	0.079	-0.035	0.079			0.099	0.076	0.082	0.076	0.098	0.076	0.080	0.076

TABLE 3 (continued)

Decomposition of the Impact of Bill C-12 — Unemployment Spells

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Manitoba			0.042	0.084	-0.007	0.084	0.042	0.084	-0.007	0.084			0.083	0.079	0.063	0.079	0.083	0.079	0.062	0.079
Saskatchewan			0.359	0.081	0.287	0.082	0.359	0.081	0.286	0.082			0.392	0.077	0.294	0.078	0.391	0.077	0.292	0.078
Alberta			0.180	0.078	0.162	0.078	0.181	0.078	0.163	0.078			0.161	0.075	0.145	0.075	0.161	0.075	0.144	0.075
British Columbia			-0.120	0.082	-0.169	0.082	-0.120	0.082	-0.169	0.082			-0.064	0.077	-0.094	0.077	-0.064	0.077	-0.093	0.077
Some Secondary			-0.154	0.086	-0.152	0.086	-0.155	0.086	-0.153	0.086			-0.235	0.082	-0.219	0.082	-0.235	0.082	-0.220	0.082
Secondary Completed			0.055	0.084	0.128	0.085	0.054	0.084	0.127	0.085			-0.131	0.080	-0.073	0.081	-0.132	0.080	-0.074	0.081
Some College			0.055	0.103	0.173	0.105	0.053	0.103	0.172	0.105			-0.095	0.102	0.027	0.103	-0.096	0.102	0.027	0.103
College Completed			0.028	0.091	0.174	0.092	0.026	0.091	0.172	0.092			-0.106	0.087	0.035	0.088	-0.107	0.087	0.035	0.088
Some University			0.111	0.111	0.259	0.114	0.109	0.111	0.258	0.114			-0.070	0.103	0.066	0.104	-0.071	0.103	0.066	0.104
University Completed			0.042	0.096	0.198	0.097	0.041	0.096	0.196	0.097			-0.123	0.092	0.046	0.093	-0.123	0.092	0.046	0.093
Observations	4,809		3,644		3,644		3,644		3,644		4,195		3,424		3,424		3,424		3,424	

TABLE 4
Total Impact of Bill C-12 (Q97/04–Q95/04)
Unemployment Spells

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.169	0.032	0.171	0.038	0.170	0.038	0.171	0.038	0.170	0.038
Men					0.222	0.042			0.222	0.042
Youth (<= 25)					0.144	0.048			0.144	0.048
Full-Time					0.040	0.055			0.040	0.055
Seasonal					0.465	0.041			0.466	0.041
Exhaust-8							0.081	0.096	0.076	0.096
Exhaust-4							-0.035	0.150	-0.046	0.150
Exhaust-2							-0.034	0.102	-0.056	0.103
Eligibility			-0.155	0.091	-0.128	0.090	-0.189	0.113	-0.177	0.113
Entitlement			0.004	0.002	0.003	0.002	0.004	0.002	0.003	0.002
Minority			-0.193	0.089	-0.129	0.090	-0.193	0.089	-0.129	0.090
Married			-0.083	0.038	-0.024	0.041	-0.083	0.038	-0.024	0.041
Unemployment Rate			-0.003	0.004	-0.003	0.004	-0.003	0.004	-0.003	0.004
Newfoundland			0.011	0.083	-0.076	0.083	0.012	0.083	-0.075	0.083
P.E.I.			0.253	0.088	0.134	0.089	0.253	0.088	0.134	0.089
Nova Scotia			0.138	0.085	0.110	0.085	0.138	0.085	0.110	0.085
New Brunswick			0.055	0.086	0.002	0.087	0.056	0.086	0.003	0.087
Quebec			-0.047	0.078	-0.014	0.078	-0.046	0.078	-0.014	0.078
Manitoba			0.112	0.079	0.111	0.079	0.113	0.079	0.111	0.079
Saskatchewan			0.429	0.078	0.369	0.078	0.430	0.078	0.370	0.078
Alberta			0.111	0.075	0.116	0.075	0.112	0.075	0.117	0.075
British Columbia			-0.089	0.076	-0.106	0.076	-0.089	0.076	-0.106	0.076
Some Secondary			-0.072	0.085	-0.071	0.086	-0.072	0.085	-0.071	0.086
Secondary Completed			0.033	0.084	0.081	0.085	0.033	0.084	0.082	0.085
Some College			0.057	0.102	0.149	0.103	0.057	0.102	0.149	0.103
College Completed			0.100	0.091	0.213	0.092	0.100	0.091	0.214	0.092
Some University			0.090	0.106	0.202	0.107	0.090	0.106	0.202	0.107
University Completed			-0.053	0.098	0.120	0.099	-0.053	0.098	0.120	0.099
Observations	3,864		3,864		3,864		3,864		3,864	

TABLE 5
Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.021	0.036	0.051	0.042	0.071	0.042	0.051	0.042	0.071	0.042	0.111	0.044	0.128	0.045	0.111	0.044	0.128	0.045
Men					0.305	0.044			0.305	0.044			0.299	0.044			0.299	0.044
Youth (<=25)					0.274	0.053			0.274	0.053			0.272	0.053			0.272	0.053
Full-Time					-0.158	0.049			-0.158	0.049			-0.161	0.049			-0.160	0.049
Seasonal					0.254	0.057			0.254	0.057			0.251	0.057			0.251	0.057
Remain-8											-0.032	0.171	-0.004	0.171	-0.031	0.171	-0.003	0.171
Remain-4											-0.272	0.189	-0.233	0.189	-0.271	0.189	-0.233	0.189
Remain-2											-0.437	0.160	-0.391	0.160	-0.436	0.160	-0.390	0.160
Exhaust-8							0.072	0.094	0.073	0.094					0.071	0.094	0.072	0.094
Exhaust-4							0.134	0.135	0.135	0.135					0.132	0.135	0.134	0.135
Exhaust-2							0.023	0.100	0.033	0.100					0.023	0.100	0.033	0.100
Eligibility			-0.119	0.099	-0.121	0.099	-0.128	0.113	-0.124	0.113	-0.114	0.099	-0.116	0.099	-0.123	0.113	-0.119	0.113
Entitlement			0.000	0.002	0.000	0.002	0.000	0.002	0.001	0.002	0.000	0.002	0.000	0.002	0.000	0.002	0.001	0.002
Minority			-0.147	0.088	-0.155	0.088	-0.148	0.088	-0.156	0.088	-0.150	0.088	-0.157	0.088	-0.150	0.088	-0.158	0.088
Married			-0.167	0.042	-0.037	0.046	-0.167	0.042	-0.036	0.046	-0.163	0.042	-0.035	0.046	-0.163	0.042	-0.034	0.046
Unemployment Rate			0.005	0.005	0.004	0.004	0.005	0.005	0.004	0.004	0.005	0.005	0.004	0.004	0.005	0.005	0.004	0.004

TABLE 5 (continued)
Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			-0.098	0.098	-0.205	0.098	-0.098	0.098	-0.205	0.098	-0.100	0.098	-0.205	0.098	-0.100	0.098	-0.205	0.098
P.E.I.			0.236	0.102	0.128	0.104	0.237	0.102	0.128	0.104	0.245	0.102	0.137	0.104	0.246	0.102	0.137	0.104
Nova Scotia			0.106	0.093	0.053	0.093	0.107	0.093	0.053	0.093	0.103	0.093	0.050	0.093	0.103	0.093	0.050	0.093
New Brunswick			-0.048	0.100	-0.124	0.100	-0.048	0.100	-0.124	0.100	-0.052	0.100	-0.127	0.100	-0.052	0.100	-0.127	0.100
Quebec			0.002	0.087	-0.062	0.087	0.002	0.087	-0.061	0.087	0.000	0.087	-0.063	0.087	0.000	0.087	-0.063	0.087
Manitoba			0.091	0.092	0.025	0.093	0.092	0.093	0.026	0.093	0.090	0.093	0.025	0.093	0.091	0.093	0.026	0.093
Saskatchewan			0.253	0.093	0.176	0.093	0.255	0.093	0.177	0.093	0.254	0.093	0.176	0.093	0.256	0.093	0.178	0.093
Alberta			0.300	0.084	0.261	0.084	0.301	0.084	0.262	0.084	0.296	0.084	0.257	0.084	0.296	0.084	0.258	0.084
British Columbia			0.165	0.081	0.105	0.081	0.165	0.081	0.105	0.081	0.164	0.081	0.104	0.081	0.164	0.081	0.104	0.081
Some Secondary			0.125	0.123	0.127	0.124	0.126	0.123	0.128	0.124	0.120	0.123	0.122	0.124	0.121	0.123	0.123	0.124
Secondary Completed			0.373	0.120	0.402	0.121	0.374	0.120	0.403	0.121	0.368	0.120	0.396	0.121	0.368	0.120	0.397	0.121
Some College			0.340	0.138	0.338	0.140	0.342	0.138	0.340	0.140	0.336	0.138	0.331	0.140	0.338	0.138	0.333	0.140
College Completed			0.401	0.125	0.455	0.126	0.402	0.125	0.456	0.126	0.396	0.125	0.449	0.126	0.397	0.125	0.450	0.126
Some University			0.428	0.132	0.429	0.134	0.428	0.132	0.429	0.134	0.426	0.132	0.425	0.134	0.426	0.132	0.425	0.134
University Completed			0.419	0.122	0.494	0.123	0.419	0.122	0.494	0.123	0.420	0.122	0.493	0.123	0.420	0.122	0.493	0.123
Observations	3,496		3,496		3,496		3,496		3,496		3,496		3,496		3,496		3,496	

TABLE 6

Decomposition of the Impact of Bill C-12 — Unemployment Spells — Women

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.047	0.057	0.023	0.067	0.029	0.068	0.022	0.067	0.029	0.068	0.081	0.054	0.130	0.063	0.125	0.063	0.129	0.063	0.124	0.063
Youth (<=25)					0.225	0.083			0.224	0.083					0.228	0.080			0.228	0.080
Full-Time					0.117	0.076			0.116	0.076					0.015	0.071			0.016	0.071
Seasonal					0.476	0.079			0.478	0.079					0.530	0.075			0.529	0.075
Exhaust-8							-0.015	0.171	-0.021	0.171							-0.004	0.158	-0.002	0.158
Exhaust-4							-0.232	0.275	-0.241	0.275							-0.425	0.282	-0.420	0.282
Exhaust-2							0.065	0.166	0.067	0.167							-0.127	0.162	-0.110	0.161
Eligibility			-0.144	0.158	-0.123	0.157	-0.088	0.186	-0.065	0.187			0.004	0.153	0.015	0.154	-0.052	0.180	-0.031	0.180
Entitlement			0.003	0.003	0.003	0.003	0.003	0.004	0.003	0.004			0.001	0.003	0.001	0.003	0.000	0.004	0.000	0.004
Minority			-0.154	0.161	-0.143	0.162	-0.155	0.161	-0.144	0.162			-0.087	0.147	-0.075	0.147	-0.085	0.147	-0.073	0.147
Married			-0.201	0.068	-0.153	0.071	-0.201	0.068	-0.153	0.071			-0.201	0.063	-0.153	0.066	-0.201	0.063	-0.154	0.066
Unemployment Rate			0.003	0.007	0.002	0.007	0.003	0.007	0.002	0.007			-0.001	0.007	*0.000*	*0.007*	*-0.001*	*0.007*	*-0.001*	0.007
Newfoundland			0.151	0.148	-0.001	0.150	0.149	0.148	-0.003	0.150			0.219	0.137	0.004	0.140	0.223	0.137	0.007	0.140
P.E.I.			0.609	0.142	0.420	0.145	0.609	0.142	0.419	0.145			0.637	0.143	0.433	0.147	0.636	0.143	0.431	0.147
Nova Scotia			-0.053	0.149	-0.166	0.151	-0.053	0.149	-0.166	0.151			0.213	0.142	0.042	0.144	0.211	0.142	0.040	0.144
New Brunswick			-0.028	0.150	-0.105	0.151	-0.029	0.150	-0.106	0.151			0.076	0.143	-0.020	0.145	0.076	0.143	-0.021	0.145
Quebec			-0.067	0.131	-0.077	0.132	-0.066	0.131	-0.077	0.132			0.107	0.128	0.061	0.129	0.107	0.128	0.060	0.129

TABLE 6 (continued)

Decomposition of the Impact of Bill C-12 — Unemployment Spells — Women

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Manitoba			-0.024	0.139	-0.008	0.139	-0.025	0.139	-0.010	0.139			-0.077	0.130	-0.101	0.130	-0.076	0.130	-0.100	0.130
Saskatchewan			0.363	0.136	0.319	0.137	0.363	0.136	0.319	0.137			0.483	0.129	0.435	0.129	0.483	0.129	0.434	0.129
Alberta			0.156	0.128	0.185	0.128	0.155	0.128	0.184	0.128			0.153	0.122	0.164	0.122	0.156	0.122	0.166	0.122
British Columbia			-0.171	0.137	-0.179	0.138	-0.171	0.137	-0.180	0.138			-0.105	0.129	-0.139	0.129	-0.105	0.129	-0.139	0.129
Some Secondary			-0.097	0.194	-0.075	0.195	-0.092	0.195	-0.069	0.195			-0.118	0.182	-0.082	0.183	-0.121	0.183	-0.085	0.183
Secondary Completed			0.119	0.185	0.127	0.186	0.124	0.185	0.133	0.186			-0.087	0.177	-0.052	0.178	-0.091	0.177	-0.055	0.178
Some College			0.178	0.204	0.214	0.206	0.184	0.205	0.221	0.206			-0.137	0.205	-0.070	0.207	-0.141	0.206	-0.073	0.207
College Completed			0.123	0.191	0.193	0.193	0.128	0.192	0.199	0.194			0.041	0.182	0.100	0.184	0.039	0.182	0.098	0.184
Some University			0.155	0.217	0.204	0.220	0.161	0.217	0.211	0.220			0.148	0.203	0.233	0.206	0.143	0.203	0.228	0.207
University Completed			0.270	0.196	0.324	0.197	0.275	0.196	0.330	0.197			0.135	0.187	0.227	0.189	0.132	0.187	0.225	0.189
Observations	1,800		1,344		1,344		1,344		1,344		1,911		1,446		1,446		1,446		1,446	

TABLE 7
Total Impact of Bill C-12 (Q97/04–Q95/04)
Unemployment Spells — Women

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.126	0.054	0.137	0.064	0.140	0.064	0.137	0.064	0.140	0.064
Youth (<=25)					0.332	0.078			0.333	0.078
Full-Time					0.026	0.072			0.026	0.072
Seasonal					0.522	0.075			0.522	0.075
Exhaust-8							0.157	0.153	0.154	0.153
Exhaust-4							-0.052	0.247	-0.065	0.247
Exhaust-2							0.001	0.165	-0.017	0.165
Eligibility			-0.278	0.156	-0.337	0.157	-0.300	0.187	-0.368	0.188
Entitlement			0.007	0.003	0.007	0.003	0.007	0.004	0.007	0.004
Minority			-0.169	0.135	-0.124	0.135	-0.168	0.135	-0.124	0.135
Married			-0.271	0.064	-0.209	0.067	-0.271	0.064	-0.209	0.067
Unemployment Rate			-0.008	0.007	-0.007	0.007	-0.008	0.007	-0.007	0.007
Newfoundland			0.038	0.141	-0.153	0.144	0.040	0.141	-0.151	0.144
P.E.I.			0.444	0.138	0.306	0.140	0.444	0.138	0.306	0.140
Nova Scotia			0.212	0.137	0.128	0.139	0.212	0.137	0.128	0.139
New Brunswick			0.009	0.148	-0.065	0.150	0.010	0.148	-0.064	0.150
Quebec			-0.113	0.134	-0.064	0.134	-0.112	0.134	-0.064	0.134
Manitoba			-0.016	0.132	-0.016	0.132	-0.017	0.132	-0.016	0.132
Saskatchewan			0.568	0.130	0.580	0.130	0.568	0.130	0.580	0.131
Alberta			0.073	0.126	0.127	0.126	0.073	0.126	0.127	0.126
British Columbia			-0.109	0.124	-0.122	0.124	-0.110	0.124	-0.123	0.124
Some Secondary			-0.027	0.199	-0.014	0.200	-0.027	0.199	-0.015	0.200
Secondary Completed			0.008	0.193	-0.008	0.194	0.008	0.193	-0.009	0.194
Some College			-0.041	0.214	-0.034	0.215	-0.041	0.214	-0.035	0.215
College Completed			0.175	0.200	0.233	0.201	0.174	0.200	0.231	0.201
Some University			0.123	0.217	0.138	0.219	0.122	0.217	0.135	0.219
University Completed			0.054	0.203	0.132	0.205	0.055	0.204	0.132	0.205
Observations	1,937		1,428		1,428		1,428		1,428	

TABLE 8

Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells — Women

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.038	0.054	0.093	0.063	0.097	0.063	0.093	0.063	0.097	0.063	0.194	0.089	0.206	0.089	0.195	0.089	0.208	0.089
Youth (<=25)					0.234	0.079			0.234	0.079			0.201	0.088			0.204	0.088
Full-Time					-0.189	0.065			-0.190	0.065			-0.183	0.088			-0.184	0.088
Seasonal					0.208	0.092			0.209	0.092			0.105	0.118			0.103	0.118
Remain-8											-0.296	0.278	-0.284	0.279	-0.296	0.278	-0.284	0.279
Remain-4											-0.897	0.344	-0.887	0.344	-0.898	0.344	-0.887	0.344
Remain-2											-0.705	0.260	-0.691	0.260	-0.706	0.260	-0.692	0.260
Exhaust-8							-0.008	0.144	-0.010	0.144					0.198	0.184	0.204	0.183
Exhaust-4							0.021	0.207	0.021	0.207					0.101	0.276	0.098	0.276
Exhaust-2							0.051	0.148	0.055	0.149					0.181	0.196	0.196	0.195
Eligibility			0.057	0.151	0.030	0.152	0.086	0.169	0.061	0.169	-0.248	0.197	-0.240	0.197	-0.183	0.220	-0.168	0.220
Entitlement			-0.007	0.003	-0.007	0.003	-0.006	0.004	-0.006	0.004	-0.001	0.004	-0.001	0.004	0.002	0.005	0.002	0.005
Minority			-0.165	0.132	-0.162	0.132	-0.166	0.132	-0.163	0.132	-0.258	0.171	-0.254	0.171	-0.254	0.171	-0.250	0.171
Married			-0.364	0.064	-0.306	0.069	-0.364	0.064	-0.305	0.069	-0.123	0.101	-0.074	0.103	-0.123	0.101	-0.073	0.103
Unemployment Rate			0.014	0.007	0.015	0.007	0.014	0.007	0.015	0.007	0.002	0.009	0.001	0.009	0.002	0.009	0.002	0.009

TABLE 8 (continued)

Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells — Women

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			0.185	0.146	0.095	0.148	0.186	0.146	0.096	0.148	-0.383	0.196	-0.385	0.196	-0.384	0.196	-0.386	0.196
P.E.I.			0.354	0.152	0.280	0.154	0.354	0.152	0.280	0.154	0.039	0.204	0.052	0.204	0.040	0.204	0.053	0.205
Nova Scotia			0.139	0.139	0.084	0.140	0.139	0.139	0.084	0.140	-0.111	0.201	-0.092	0.202	-0.111	0.201	-0.091	0.202
New Brunswick			0.142	0.146	0.077	0.147	0.141	0.146	0.076	0.147	-0.242	0.216	-0.252	0.216	-0.248	0.216	-0.258	0.216
Quebec			0.039	0.131	-0.032	0.132	0.039	0.131	-0.032	0.132	-0.065	0.179	-0.072	0.179	-0.065	0.179	-0.073	0.179
Manitoba			0.122	0.137	0.074	0.138	0.123	0.137	0.075	0.138	0.197	0.179	0.180	0.179	0.199	0.179	0.181	0.179
Saskatchewan			0.293	0.137	0.232	0.137	0.293	0.137	0.232	0.137	0.090	0.179	0.088	0.179	0.092	0.179	0.090	0.179
Alberta			0.317	0.122	0.266	0.122	0.318	0.122	0.267	0.122	0.177	0.176	0.185	0.176	0.181	0.176	0.190	0.176
British Columbia			0.253	0.120	0.185	0.121	0.254	0.120	0.185	0.121	0.172	0.170	0.169	0.170	0.168	0.170	0.164	0.171
Some Secondary			0.294	0.267	0.260	0.268	0.295	0.267	0.262	0.268	-0.248	0.527	-0.258	0.528	-0.224	0.528	-0.233	0.528
Secondary Completed			0.587	0.259	0.547	0.260	0.587	0.259	0.548	0.260	0.135	0.521	0.157	0.521	0.160	0.522	0.186	0.522
Some College			0.483	0.280	0.412	0.282	0.484	0.280	0.413	0.282	0.021	0.530	0.002	0.531	0.046	0.531	0.029	0.532
College Completed			0.698	0.262	0.650	0.263	0.698	0.262	0.650	0.263	0.157	0.523	0.193	0.525	0.176	0.524	0.217	0.526
Some University			0.787	0.272	0.723	0.274	0.787	0.272	0.723	0.274	-0.047	0.528	-0.019	0.528	-0.027	0.528	0.005	0.529
University Completed			0.714	0.260	0.689	0.261	0.715	0.260	0.689	0.261	0.176	0.523	0.213	0.525	0.198	0.524	0.239	0.526
Observations	2,154		1,633		1,633		1,633		1,633		1,633		1,633		1,633		1,633	

TABLE 9

Decomposition of the Impact of Bill C-12 — Unemployment Spells — Men

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.168	0.041	0.155	0.048	0.168	0.048	0.155	0.048	0.168	0.048	0.042	0.040	0.045	0.046	0.021	0.047	0.045	0.046	0.020	0.047
Youth (<=25)					0.189	0.066			0.186	0.066					0.122	0.062			0.118	0.062
Full-Time					0.073	0.095			0.073	0.095					0.132	0.088			0.133	0.088
Seasonal					0.487	0.051			0.489	0.051					0.458	0.049			0.463	0.049
Exhaust-8							-0.106	0.131	-0.115	0.131							-0.171	0.133	-0.181	0.133
Exhaust-4							-0.213	0.202	-0.226	0.202							0.045	0.186	0.028	0.186
Exhaust-2							-0.225	0.134	-0.241	0.135							-0.236	0.138	-0.294	0.139
Eligibility			-0.033	0.116	-0.027	0.116	-0.166	0.147	-0.171	0.148			-0.141	0.112	-0.114	0.112	-0.302	0.151	-0.318	0.151
Entitlement			0.001	0.002	0.000	0.002	-0.001	0.003	-0.002	0.003			0.003	0.002	0.002	0.002	0.001	0.003	0.000	0.003
Minority			-0.486	0.167	-0.425	0.168	-0.491	0.167	-0.430	0.168			-0.102	0.131	-0.045	0.132	-0.108	0.131	-0.055	0.133
Married			0.027	0.050	0.108	0.054	0.028	0.050	0.108	0.054			0.059	0.047	0.099	0.051	0.061	0.047	0.101	0.051
Unemployment Rate			-0.004	0.005	-0.002	0.005	-0.005	0.005	-0.003	0.005			-0.007	0.005	-0.005	0.005	-0.008	0.005	-0.006	0.005
Newfoundland			-0.145	0.105	-0.204	0.105	-0.148	0.105	-0.207	0.105			-0.138	0.108	-0.193	0.108	-0.142	0.108	-0.200	0.108
P.E.I.			0.142	0.114	0.011	0.115	0.137	0.114	0.005	0.115			0.199	0.117	0.032	0.118	0.200	0.117	0.031	0.118
Nova Scotia			-0.021	0.110	-0.093	0.110	-0.026	0.110	-0.100	0.111			0.094	0.107	0.006	0.108	0.089	0.107	-0.001	0.108
New Brunswick			0.024	0.110	-0.058	0.110	0.021	0.110	-0.060	0.110			0.251	0.102	0.183	0.102	0.247	0.102	0.177	0.102

TABLE 9 (continued)

Decomposition of the Impact of Bill C-12 — Unemployment Spells — Men

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Quebec			-0.037	0.099	-0.034	0.099	-0.040	0.099	-0.037	0.099			0.059	0.095	0.081	0.095	0.058	0.095	0.079	0.095
Manitoba			0.086	0.106	0.000	0.106	0.085	0.106	-0.001	0.106			0.230	0.100	0.176	0.101	0.228	0.100	0.174	0.101
Saskatchewan			0.332	0.102	0.268	0.103	0.329	0.102	0.265	0.103			0.317	0.097	0.243	0.097	0.316	0.097	0.242	0.097
Alberta			0.190	0.100	0.145	0.100	0.190	0.100	0.144	0.100			0.171	0.096	0.143	0.096	0.167	0.096	0.138	0.096
British Columbia			-0.142	0.102	-0.182	0.102	-0.143	0.102	-0.182	0.102			-0.103	0.098	-0.100	0.098	-0.103	0.098	-0.098	0.098
Some Secondary			-0.165	0.097	-0.178	0.097	-0.164	0.097	-0.176	0.097			-0.237	0.093	-0.249	0.093	-0.236	0.093	-0.248	0.093
Secondary Completed			0.118	0.096	0.140	0.096	0.118	0.096	0.141	0.096			-0.030	0.091	-0.038	0.092	-0.030	0.091	-0.038	0.092
Some College			0.138	0.127	0.163	0.128	0.137	0.127	0.164	0.128			0.142	0.121	0.155	0.123	0.143	0.121	0.158	0.123
College Completed			0.124	0.107	0.190	0.108	0.123	0.107	0.190	0.108			0.006	0.103	0.052	0.104	0.005	0.103	0.052	0.104
Some University			0.256	0.137	0.317	0.138	0.257	0.137	0.319	0.138			-0.022	0.124	0.055	0.126	-0.020	0.124	0.060	0.126
University Completed			-0.012	0.116	0.105	0.117	-0.013	0.116	0.105	0.117			-0.151	0.112	-0.050	0.112	-0.148	0.112	-0.047	0.113
Observations	3,009		2,300		2,300		2,300		2,300		3,099		2,332		2,332		2,332		2,332	

TABLE 10
Total Impact of Bill C-12 (Q97/04–Q95/04)
Unemployment Spells — Men

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.210	0.040	0.209	0.047	0.196	0.047	0.209	0.047	0.196	0.047
Youth (<=25)					0.066	0.061			0.065	0.061
Full-Time					0.026	0.088			0.025	0.088
Seasonal					0.458	0.049			0.458	0.049
Exhaust-8							0.046	0.123	0.033	0.123
Exhaust-4							-0.021	0.190	-0.039	0.190
Exhaust-2							-0.050	0.131	-0.083	0.132
Eligibility			-0.089	0.112	-0.058	0.112	-0.131	0.144	-0.122	0.144
Entitlement			0.003	0.002	0.002	0.002	0.002	0.003	0.001	0.003
Minority			-0.166	0.120	-0.122	0.121	-0.167	0.120	-0.123	0.121
Married			0.061	0.047	0.072	0.051	0.062	0.047	0.072	0.051
Unemployment Rate			-0.002	0.005	-0.001	0.005	-0.002	0.005	-0.002	0.005
Newfoundland			-0.006	0.103	-0.052	0.103	-0.006	0.103	-0.052	0.103
P.E.I.			0.175	0.116	0.052	0.117	0.175	0.116	0.052	0.117
Nova Scotia			0.139	0.109	0.126	0.109	0.139	0.109	0.127	0.109
New Brunswick			0.101	0.107	0.056	0.107	0.101	0.107	0.057	0.107
Quebec			-0.035	0.096	0.000	0.096	-0.035	0.096	0.000	0.096
Manitoba			0.226	0.099	0.212	0.099	0.226	0.099	0.212	0.099
Saskatchewan			0.353	0.097	0.302	0.098	0.353	0.097	0.302	0.098
Alberta			0.136	0.094	0.127	0.094	0.137	0.094	0.127	0.094
British Columbia			-0.085	0.097	-0.103	0.097	-0.084	0.097	-0.102	0.097
Some Secondary			-0.043	0.095	-0.066	0.095	-0.043	0.095	-0.066	0.095
Secondary Completed			0.148	0.095	0.149	0.096	0.149	0.095	0.150	0.096
Some College			0.262	0.121	0.279	0.122	0.263	0.121	0.282	0.122
College Completed			0.188	0.106	0.232	0.106	0.188	0.106	0.233	0.106
Some University			0.190	0.127	0.257	0.129	0.191	0.127	0.258	0.129
University Completed			0.005	0.120	0.104	0.121	0.006	0.120	0.105	0.121
Observations	3,210		2,436		2,436		2,436		2,436	

TABLE 11

Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells — Men

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.025	0.048	0.018	0.056	0.040	0.056	0.017	0.056	0.040	0.056	0.074	0.060	0.097	0.060	0.073	0.060	0.096	0.060
Youth (<=25)					0.314	0.072			0.313	0.072			0.315	0.072			0.314	0.072
Full-Time					-0.138	0.076			-0.138	0.076			-0.138	0.076			-0.138	0.076
Seasonal					0.296	0.074			0.295	0.074			0.292	0.074			0.292	0.074
Remain-8											-0.102	0.203	-0.076	0.203	-0.102	0.203	-0.075	0.203
Remain-4											-0.431	0.234	-0.403	0.234	-0.430	0.234	-0.402	0.234
Remain-2											-0.466	0.191	-0.445	0.191	-0.464	0.191	-0.444	0.191
Exhaust-8							0.120	0.125	0.125	0.125					0.119	0.125	0.123	0.125
Exhaust-4							0.204	0.178	0.205	0.178					0.202	0.178	0.203	0.178
Exhaust-2							-0.043	0.137	-0.030	0.137					-0.042	0.137	-0.029	0.137
Eligibility			-0.251	0.130	-0.211	0.130	-0.316	0.153	-0.269	0.154	-0.241	0.130	-0.202	0.130	-0.305	0.153	-0.259	0.154
Entitlement			0.005	0.003	0.005	0.003	0.006	0.003	0.005	0.003	0.005	0.003	0.005	0.003	0.006	0.003	0.005	0.003
Minority			-0.192	0.119	-0.183	0.119	-0.194	0.119	-0.185	0.119	-0.193	0.119	-0.184	0.119	-0.195	0.119	-0.186	0.120
Married			0.059	0.056	0.174	0.062	0.059	0.056	0.173	0.062	0.059	0.056	0.175	0.062	0.059	0.056	0.174	0.062
Unemployment Rate			-0.001	0.006	-0.001	0.006	-0.001	0.006	-0.001	0.006	-0.001	0.006	-0.001	0.006	-0.001	0.006	-0.001	0.006

TABLE 11 (continued)

Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells — Men

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			-0.352	0.132	-0.395	0.133	-0.352	0.132	-0.395	0.133	-0.356	0.132	-0.398	0.133	-0.356	0.132	-0.397	0.133
P.E.I.			0.107	0.138	0.014	0.140	0.107	0.138	0.014	0.140	0.110	0.138	0.020	0.140	0.110	0.139	0.019	0.140
Nova Scotia			0.028	0.127	0.026	0.127	0.029	0.127	0.027	0.127	0.025	0.127	0.024	0.127	0.026	0.127	0.024	0.127
New Brunswick			-0.252	0.138	-0.278	0.138	-0.252	0.138	-0.278	0.138	-0.258	0.138	-0.283	0.138	-0.259	0.138	-0.283	0.138
Quebec			-0.063	0.117	-0.070	0.117	-0.063	0.117	-0.070	0.117	-0.065	0.117	-0.072	0.117	-0.065	0.117	-0.071	0.117
Manitoba			0.028	0.126	-0.011	0.126	0.029	0.126	-0.010	0.126	0.030	0.126	-0.009	0.126	0.030	0.126	-0.008	0.126
Saskatchewan			0.217	0.127	0.153	0.127	0.218	0.127	0.155	0.127	0.214	0.127	0.151	0.127	0.215	0.127	0.153	0.127
Alberta			0.304	0.117	0.286	0.117	0.303	0.117	0.286	0.117	0.295	0.117	0.279	0.117	0.294	0.117	0.278	0.117
British Columbia			0.046	0.111	0.049	0.111	0.046	0.111	0.049	0.111	0.046	0.111	0.050	0.111	0.046	0.111	0.050	0.111
Some Secondary			0.131	0.140	0.099	0.140	0.130	0.140	0.098	0.141	0.127	0.140	0.095	0.141	0.126	0.140	0.094	0.141
Secondary Completed			0.424	0.137	0.394	0.139	0.424	0.137	0.393	0.139	0.415	0.137	0.385	0.139	0.415	0.137	0.385	0.139
Some College			0.463	0.165	0.383	0.168	0.465	0.165	0.385	0.168	0.451	0.165	0.369	0.168	0.452	0.165	0.371	0.168
College Completed			0.425	0.148	0.417	0.149	0.425	0.148	0.418	0.149	0.415	0.148	0.408	0.149	0.416	0.148	0.409	0.149
Some University			0.385	0.159	0.315	0.161	0.383	0.159	0.313	0.161	0.378	0.159	0.308	0.161	0.376	0.159	0.307	0.161
University Completed			0.438	0.143	0.456	0.144	0.438	0.143	0.456	0.144	0.435	0.143	0.453	0.144	0.435	0.143	0.453	0.144
Observations	2,440		1,863		1,863		1,863		1,863		1,863		1,863		1,863		1,863	

TABLE 12
Decomposition of the Impact of Bill C-12 — Unemployment Spells — Seasonal Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.142	0.052	0.112	0.062	0.117	0.062	0.109	0.062	0.114	0.062	0.021	0.050	0.055	0.059	0.059	0.059	0.054	0.059	0.059	0.059
Men					0.260	0.073			0.257	0.073					0.296	0.068			0.300	0.068
Youth (<= 25)					-0.034	0.084			-0.036	0.084					-0.142	0.082			-0.151	0.083
Full-Time					0.009	0.115			0.010	0.115					0.011	0.107			0.018	0.107
Exhaust-8							-0.204	0.197	-0.202	0.197							0.114	0.173	0.100	0.173
Exhaust-4							-0.420	0.333	-0.417	0.333							-1.257	0.510	-1.281	0.510
Exhaust-2							0.102	0.198	0.086	0.199							-0.298	0.204	-0.353	0.206
Eligibility			0.036	0.145	0.016	0.146	0.156	0.215	0.122	0.217			-0.039	0.137	-0.060	0.137	-0.272	0.216	-0.338	0.218
Entitlement			0.000	0.003	0.000	0.003	-0.001	0.003	0.000	0.003			0.003	0.003	0.003	0.003	0.001	0.003	0.001	0.003
Minority			-0.409	0.257	-0.391	0.258	-0.407	0.257	-0.390	0.258			0.051	0.208	0.042	0.210	0.033	0.209	0.019	0.211
Married			0.075	0.063	0.093	0.068	0.077	0.063	0.093	0.068			0.118	0.060	0.108	0.064	0.118	0.060	0.107	0.064
Unemployment Rate			-0.005	0.007	-0.005	0.007	-0.005	0.007	-0.005	0.007			-0.004	0.007	-0.003	0.007	-0.004	0.007	-0.004	0.007
Newfoundland			-0.111	0.138	-0.117	0.139	-0.114	0.138	-0.120	0.139			-0.114	0.136	-0.061	0.137	-0.120	0.136	-0.068	0.137
P.E.I.			0.035	0.138	0.041	0.139	0.032	0.138	0.037	0.139			0.071	0.138	0.098	0.138	0.060	0.138	0.085	0.138
Nova Scotia			-0.147	0.141	-0.134	0.141	-0.148	0.141	-0.136	0.141			0.007	0.136	0.030	0.136	-0.001	0.136	0.022	0.136
New Brunswick			-0.075	0.141	-0.079	0.142	-0.077	0.142	-0.081	0.142			0.129	0.135	0.142	0.135	0.121	0.135	0.133	0.135

TABLE 12 (continued)

Decomposition of the Impact of Bill C-12 — Unemployment Spells — Seasonal Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Quebec			0.022	0.144	0.004	0.144	0.023	0.144	0.004	0.144			0.082	0.144	0.083	0.145	0.070	0.144	0.070	0.145
Manitoba			0.204	0.142	0.178	0.142	0.206	0.142	0.180	0.143			0.218	0.139	0.238	0.140	0.214	0.139	0.235	0.140
Saskatchewan			0.470	0.135	0.450	0.136	0.471	0.135	0.450	0.136			0.317	0.135	0.303	0.135	0.308	0.135	0.293	0.135
Alberta			0.208	0.146	0.158	0.147	0.206	0.146	0.157	0.147			0.121	0.148	0.078	0.148	0.110	0.148	0.064	0.148
British Columbia			-0.256	0.152	-0.287	0.153	-0.260	0.152	-0.291	0.153			-0.172	0.148	-0.178	0.149	-0.169	0.148	-0.173	0.149
Some Secondary			-0.220	0.116	-0.208	0.116	-0.220	0.116	-0.208	0.116			-0.157	0.111	-0.143	0.111	-0.158	0.111	-0.143	0.111
Secondary Completed			0.076	0.114	0.130	0.115	0.077	0.114	0.131	0.115			-0.022	0.110	0.036	0.111	-0.023	0.110	0.037	0.111
Some College			0.223	0.152	0.291	0.155	0.223	0.152	0.291	0.155			0.116	0.157	0.194	0.160	0.121	0.157	0.203	0.160
College Completed			0.124	0.137	0.180	0.138	0.127	0.137	0.183	0.138			0.023	0.129	0.114	0.131	0.021	0.129	0.115	0.131
Some University			0.368	0.177	0.415	0.178	0.372	0.177	0.418	0.178			0.247	0.168	0.329	0.170	0.250	0.168	0.337	0.170
University Completed			0.199	0.153	0.276	0.155	0.202	0.153	0.278	0.155			0.145	0.152	0.221	0.153	0.136	0.152	0.212	0.153
Observations	1,927		1,443		1,443		1,443		1,443		1,980		1,482		1,482		1,482		1,482	

TABLE 13
Total Impact of Bill C-12 (Q97/04–Q95/04)
Unemployment Spells — Seasonal Workers

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.162	0.050	0.161	0.058	0.165	0.059	0.160	0.059	0.165	0.059
Men					0.204	0.069			0.205	0.069
Youth (<= 25)					-0.033	0.079			-0.035	0.079
Full-Time					0.049	0.103			0.049	0.103
Exhaust-8							0.046	0.169	0.042	0.169
Exhaust-4							-0.325	0.304	-0.326	0.305
Exhaust-2							-0.069	0.198	-0.090	0.198
Eligibility			-0.112	0.138	-0.112	0.139	-0.164	0.213	-0.180	0.213
Entitlement			0.003	0.003	0.003	0.003	0.002	0.003	0.002	0.003
Minority			-0.128	0.191	-0.124	0.192	-0.132	0.191	-0.127	0.192
Married			0.083	0.060	0.091	0.064	0.083	0.060	0.091	0.064
Unemployment Rate			-0.010	0.007	-0.009	0.007	-0.010	0.007	-0.010	0.007
Newfoundland			-0.149	0.128	-0.125	0.128	-0.150	0.128	-0.126	0.128
P.E.I.			0.057	0.130	0.071	0.130	0.055	0.130	0.070	0.130
Nova Scotia			0.081	0.134	0.117	0.134	0.082	0.134	0.119	0.134
New Brunswick			-0.002	0.132	0.008	0.133	-0.002	0.132	0.008	0.133
Quebec			0.231	0.136	0.206	0.136	0.231	0.136	0.205	0.136
Manitoba			0.315	0.132	0.314	0.132	0.314	0.132	0.313	0.132
Saskatchewan			0.464	0.127	0.435	0.127	0.463	0.127	0.434	0.127
Alberta			0.078	0.139	0.033	0.140	0.076	0.139	0.031	0.140
British Columbia			-0.250	0.136	-0.255	0.136	-0.249	0.136	-0.254	0.136
Some Secondary			-0.095	0.115	-0.079	0.115	-0.094	0.115	-0.078	0.115
Secondary Completed			0.036	0.115	0.086	0.117	0.038	0.115	0.088	0.117
Some College			0.067	0.156	0.115	0.157	0.070	0.156	0.120	0.157
College Completed			0.134	0.134	0.183	0.135	0.137	0.134	0.187	0.135
Some University			0.225	0.165	0.295	0.168	0.229	0.165	0.299	0.168
University Completed			0.193	0.162	0.256	0.164	0.192	0.162	0.255	0.164
Observations	2,123		1,587		1,587		1,587		1,587	

TABLE 14

Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells — Seasonal Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.090	0.090	0.044	0.110	0.048	0.111	0.044	0.110	0.048	0.111	0.125	0.117	0.126	0.118	0.125	0.117	0.126	0.118
Men					0.404	0.113			0.406	0.114			0.397	0.113			0.399	0.114
Youth (<=25)					0.081	0.144			0.084	0.144			0.072	0.144			0.075	0.144
Full-Time					-0.023	0.131			-0.025	0.131			-0.017	0.131			-0.019	0.131
Remain-8											-0.148	0.372	-0.117	0.372	-0.149	0.372	-0.119	0.372
Remain-4											-0.182	0.411	-0.152	0.412	-0.183	0.411	-0.153	0.412
Remain-2											-0.559	0.347	-0.514	0.348	-0.559	0.347	-0.514	0.348
Exhaust-8							-0.137	0.248	-0.146	0.248					-0.136	0.249	-0.145	0.248
Exhaust-4							-0.027	0.348	-0.074	0.348					-0.029	0.348	-0.076	0.348
Exhaust-2							-0.089	0.268	-0.128	0.266					-0.081	0.268	-0.121	0.267
Eligibility			0.223	0.274	0.225	0.273	0.191	0.318	0.173	0.318	0.222	0.274	0.226	0.273	0.195	0.319	0.179	0.318
Entitlement			0.005	0.005	0.004	0.005	0.004	0.006	0.003	0.006	0.005	0.005	0.004	0.005	0.004	0.006	0.003	0.006
Minority			0.256	0.270	0.257	0.270	0.256	0.270	0.258	0.270	0.273	0.270	0.278	0.271	0.274	0.270	0.279	0.271
Married			-0.048	0.110	0.027	0.120	-0.048	0.110	0.029	0.120	-0.045	0.110	0.026	0.120	-0.045	0.110	0.027	0.120
Unemployment Rate			-0.007	0.011	-0.007	0.011	-0.007	0.011	-0.008	0.011	-0.007	0.011	-0.007	0.011	-0.007	0.011	-0.008	0.011

TABLE 14 (continued)

Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells — Seasonal Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			-0.396	0.270	-0.462	0.271	-0.395	0.270	-0.460	0.271	-0.387	0.270	-0.450	0.271	-0.385	0.270	-0.448	0.271
P.E.I.			-0.290	0.260	-0.299	0.261	-0.287	0.260	-0.296	0.261	-0.247	0.261	-0.259	0.262	-0.244	0.261	-0.255	0.262
Nova Scotia			-0.039	0.276	-0.021	0.279	-0.039	0.276	-0.021	0.279	-0.033	0.275	-0.015	0.279	-0.032	0.276	-0.014	0.279
New Brunswick			-0.843	0.289	-0.848	0.290	-0.839	0.289	-0.840	0.290	-0.827	0.289	-0.831	0.290	-0.823	0.289	-0.824	0.290
Quebec			-0.472	0.264	-0.473	0.265	-0.472	0.264	-0.472	0.265	-0.464	0.264	-0.464	0.265	-0.464	0.264	-0.464	0.265
Manitoba			-0.333	0.284	-0.366	0.286	-0.331	0.284	-0.364	0.286	-0.318	0.284	-0.347	0.286	-0.316	0.284	-0.345	0.286
Saskatchewan			0.269	0.272	0.188	0.275	0.266	0.272	0.183	0.275	0.267	0.272	0.195	0.275	0.265	0.272	0.191	0.275
Alberta			0.012	0.275	0.027	0.277	0.011	0.275	0.026	0.277	0.020	0.276	0.032	0.278	0.020	0.276	0.031	0.278
British Columbia			-0.284	0.250	-0.219	0.251	-0.282	0.250	-0.215	0.251	-0.282	0.250	-0.215	0.251	-0.280	0.250	-0.211	0.251
Some Secondary			0.310	0.240	0.318	0.241	0.307	0.240	0.313	0.242	0.308	0.239	0.319	0.241	0.306	0.240	0.313	0.242
Secondary Completed			0.519	0.235	0.616	0.240	0.517	0.235	0.611	0.241	0.529	0.235	0.625	0.240	0.527	0.235	0.620	0.241
Some College			0.694	0.294	0.747	0.302	0.690	0.294	0.739	0.303	0.672	0.294	0.726	0.303	0.669	0.294	0.721	0.303
College Completed			0.324	0.268	0.373	0.272	0.325	0.268	0.372	0.272	0.329	0.268	0.379	0.272	0.329	0.268	0.379	0.272
Some University			0.528	0.316	0.539	0.323	0.526	0.316	0.531	0.323	0.528	0.316	0.545	0.323	0.526	0.316	0.538	0.323
University Completed			0.885	0.264	0.952	0.268	0.880	0.265	0.942	0.269	0.897	0.264	0.963	0.268	0.892	0.265	0.955	0.269
Observations	735		557		557		557		557		557		557		557		557	

TABLE 15

Decomposition of the Impact of Bill C-12 — Unemployment Spells — Non-Seasonal Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.114	0.044	0.089	0.051	0.118	0.051	0.089	0.051	0.118	0.051	0.062	0.042	0.068	0.048	0.046	0.049	0.067	0.048	0.045	0.049
Men					0.274	0.055			0.273	0.055					0.312	0.052			0.311	0.052
Youth (<= 25)					0.367	0.066			0.366	0.066					0.347	0.061			0.346	0.061
Full-Time					0.182	0.069			0.182	0.069					0.107	0.064			0.107	0.064
Exhaust-8							-0.030	0.123	-0.016	0.123							-0.224	0.126	-0.212	0.127
Exhaust-4							-0.144	0.187	-0.128	0.187							0.090	0.165	0.102	0.165
Exhaust-2							-0.145	0.124	-0.137	0.124							-0.193	0.123	-0.177	0.124
Eligibility			-0.104	0.122	-0.108	0.122	-0.173	0.139	-0.176	0.139			-0.026	0.119	-0.039	0.120	-0.116	0.138	-0.122	0.139
Entitlement			0.002	0.003	0.002	0.003	0.000	0.003	0.001	0.003			0.000	0.003	0.001	0.003	-0.002	0.003	-0.001	0.003
Minority			-0.279	0.130	-0.247	0.130	-0.278	0.130	-0.247	0.130			-0.104	0.111	-0.081	0.111	-0.102	0.111	-0.080	0.111
Married			-0.150	0.052	-0.038	0.056	-0.150	0.052	-0.038	0.056			-0.169	0.049	-0.054	0.053	-0.169	0.049	-0.054	0.053
Unemployment Rate			0.004	0.006	0.004	0.006	0.004	0.006	0.004	0.006			0.000	0.005	-0.001	0.005	0.000	0.005	-0.001	0.005
Newfoundland			-0.064	0.111	-0.145	0.112	-0.064	0.111	-0.145	0.112			-0.101	0.117	-0.188	0.117	-0.100	0.117	-0.188	0.117
P.E.I.			0.416	0.124	0.378	0.125	0.412	0.124	0.374	0.125			0.387	0.137	0.391	0.137	0.390	0.137	0.393	0.137
Nova Scotia			-0.065	0.119	-0.072	0.119	-0.069	0.119	-0.076	0.119			0.009	0.120	-0.026	0.120	0.003	0.120	-0.032	0.120
New Brunswick			-0.053	0.118	-0.057	0.118	-0.054	0.118	-0.057	0.118			0.035	0.112	0.045	0.112	0.033	0.112	0.042	0.112

TABLE 15 (continued)

Decomposition of the Impact of Bill C-12 — Unemployment Spells — Non-Seasonal Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Quebec			-0.034	0.095	-0.044	0.095	-0.035	0.095	-0.044	0.095			0.100	0.089	0.062	0.090	0.099	0.089	0.062	0.090
Manitoba			-0.085	0.106	-0.094	0.107	-0.086	0.106	-0.095	0.107			-0.040	0.099	-0.017	0.099	-0.040	0.099	-0.017	0.099
Saskatchewan			0.209	0.105	0.162	0.105	0.209	0.105	0.161	0.105			0.347	0.096	0.274	0.097	0.347	0.096	0.274	0.097
Alberta			0.181	0.093	0.170	0.093	0.182	0.093	0.172	0.093			0.185	0.087	0.147	0.088	0.186	0.087	0.147	0.088
British Columbia			-0.071	0.097	-0.099	0.097	-0.071	0.097	-0.100	0.097			-0.054	0.091	-0.087	0.092	-0.055	0.091	-0.087	0.092
Some Secondary			-0.040	0.131	-0.051	0.131	-0.042	0.131	-0.052	0.131			-0.317	0.123	-0.319	0.124	-0.316	0.123	-0.318	0.124
Secondary Completed			0.175	0.126	0.179	0.127	0.173	0.126	0.178	0.127			-0.165	0.119	-0.150	0.120	-0.166	0.119	-0.150	0.120
Some College			0.142	0.147	0.171	0.148	0.139	0.147	0.169	0.148			-0.107	0.141	-0.069	0.142	-0.109	0.141	-0.070	0.142
College Completed			0.182	0.131	0.209	0.133	0.180	0.131	0.208	0.133			-0.080	0.124	-0.024	0.125	-0.080	0.124	-0.024	0.125
Some University			0.228	0.154	0.212	0.156	0.226	0.154	0.211	0.156			-0.079	0.139	-0.093	0.140	-0.080	0.139	-0.093	0.140
University Completed			0.218	0.136	0.235	0.137	0.217	0.136	0.235	0.137			-0.088	0.127	-0.038	0.128	-0.087	0.127	-0.036	0.128
Observations	2,882		2,210		2,210		2,210		2,210		3,030		2,296		2,296		2,296		2,296	

TABLE 16
Total Impact of Bill C-12 (Q97/04–Q95/04)
Unemployment Spells — Non-Seasonal Workers

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.180	0.042	0.167	0.049	0.172	0.050	0.167	0.049	0.172	0.050
Men					0.242	0.053			0.242	0.053
Youth (<= 25)					0.272	0.061			0.272	0.061
Full-Time					0.033	0.065			0.034	0.065
Exhaust-8							0.086	0.117	0.091	0.117
Exhaust-4							0.060	0.174	0.069	0.174
Exhaust-2							-0.002	0.122	0.002	0.122
Eligibility			-0.172	0.121	-0.170	0.121	-0.191	0.138	-0.189	0.138
Entitlement			0.005	0.003	0.005	0.003	0.005	0.003	0.005	0.003
Minority			-0.155	0.102	-0.128	0.102	-0.155	0.102	-0.128	0.102
Married			-0.202	0.049	-0.100	0.053	-0.202	0.049	-0.100	0.053
Unemployment Rate			0.001	0.005	0.002	0.005	0.001	0.005	0.002	0.005
Newfoundland			0.028	0.114	-0.018	0.114	0.029	0.114	-0.017	0.114
P.E.I.			0.266	0.131	0.278	0.131	0.266	0.131	0.279	0.131
Nova Scotia			0.095	0.114	0.093	0.114	0.095	0.114	0.093	0.114
New Brunswick			-0.014	0.120	-0.006	0.120	-0.013	0.120	-0.006	0.120
Quebec			-0.126	0.095	-0.135	0.095	-0.125	0.095	-0.135	0.095
Manitoba			0.002	0.100	-0.008	0.100	0.002	0.100	-0.008	0.100
Saskatchewan			0.345	0.101	0.295	0.102	0.345	0.101	0.295	0.102
Alberta			0.153	0.090	0.136	0.090	0.153	0.090	0.136	0.090
British Columbia			-0.035	0.092	-0.039	0.092	-0.035	0.092	-0.039	0.092
Some Secondary			-0.042	0.128	-0.050	0.129	-0.042	0.128	-0.050	0.129
Secondary Completed			0.119	0.125	0.131	0.126	0.119	0.125	0.131	0.126
Some College			0.192	0.142	0.202	0.144	0.192	0.142	0.203	0.144
College Completed			0.229	0.130	0.261	0.131	0.229	0.130	0.261	0.131
Some University			0.187	0.145	0.180	0.147	0.186	0.145	0.179	0.147
University Completed			0.083	0.134	0.131	0.136	0.084	0.134	0.132	0.136
Observations	3,024		2,277		2,277		2,277		2,277	

TABLE 17

Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells — Non-Seasonal Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.019	0.039	0.047	0.046	0.061	0.046	0.048	0.046	0.061	0.046	0.104	0.049	0.115	0.049	0.104	0.049	0.116	0.049
Men					0.282	0.048			0.283	0.048			0.278	0.048			0.278	0.048
Youth (<=25)					0.300	0.057			0.300	0.057			0.298	0.057			0.299	0.057
Full-Time					-0.154	0.053			-0.154	0.053			-0.158	0.053			-0.158	0.053
Remain-8											0.008	0.193	0.024	0.193	0.009	0.193	0.025	0.193
Remain-4											-0.270	0.213	-0.246	0.213	-0.269	0.213	-0.245	0.213
Remain-2											-0.395	0.181	-0.369	0.182	-0.394	0.181	-0.367	0.182
Exhaust-8							0.118	0.102	0.121	0.102					0.116	0.102	0.119	0.102
Exhaust-4							0.170	0.147	0.178	0.147					0.168	0.147	0.176	0.147
Exhaust-2							0.067	0.109	0.086	0.109					0.065	0.109	0.085	0.109
Eligibility			-0.153	0.107	-0.166	0.107	-0.147	0.122	-0.149	0.122	-0.148	0.107	-0.161	0.107	-0.142	0.122	-0.144	0.122
Entitlement			-0.001	0.002	-0.001	0.002	0.000	0.003	0.001	0.003	-0.001	0.002	-0.001	0.002	0.000	0.003	0.001	0.003
Minority			-0.180	0.094	-0.201	0.094	-0.182	0.094	-0.203	0.094	-0.184	0.094	-0.205	0.094	-0.185	0.094	-0.206	0.094
Married			-0.190	0.046	-0.056	0.051	-0.190	0.046	-0.056	0.051	-0.185	0.046	-0.053	0.051	-0.185	0.046	-0.053	0.051
Unemployment Rate			0.007	0.005	0.006	0.005	0.007	0.005	0.006	0.005	0.006	0.005	0.006	0.005	0.007	0.005	0.006	0.005

TABLE 17 (continued)

Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells — Non-Seasonal Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			-0.130	0.107	-0.216	0.108	-0.130	0.107	-0.216	0.108	-0.131	0.107	-0.216	0.108	-0.131	0.107	-0.216	0.108
P.E.I.			0.273	0.118	0.204	0.118	0.275	0.118	0.205	0.118	0.275	0.118	0.205	0.118	0.277	0.118	0.206	0.118
Nova Scotia			0.077	0.100	0.029	0.100	0.077	0.100	0.029	0.100	0.074	0.100	0.026	0.100	0.075	0.100	0.027	0.100
New Brunswick			0.031	0.108	-0.018	0.108	0.031	0.108	-0.018	0.108	0.025	0.108	-0.024	0.108	0.025	0.108	-0.024	0.108
Quebec			0.011	0.093	-0.044	0.093	0.012	0.093	-0.044	0.093	0.008	0.093	-0.047	0.093	0.009	0.093	-0.047	0.093
Manitoba			0.099	0.099	0.046	0.099	0.101	0.099	0.049	0.099	0.097	0.099	0.044	0.099	0.100	0.099	0.046	0.099
Saskatchewan			0.204	0.100	0.139	0.100	0.206	0.100	0.141	0.100	0.206	0.100	0.141	0.100	0.209	0.100	0.143	0.100
Alberta			0.309	0.089	0.275	0.089	0.311	0.089	0.277	0.089	0.305	0.089	0.272	0.089	0.307	0.089	0.274	0.089
British Columbia			0.171	0.087	0.122	0.087	0.171	0.087	0.122	0.087	0.171	0.087	0.122	0.087	0.171	0.087	0.122	0.087
Some Secondary			0.069	0.144	0.055	0.145	0.071	0.144	0.057	0.145	0.063	0.144	0.050	0.145	0.064	0.144	0.052	0.145
Secondary Completed			0.333	0.140	0.331	0.141	0.334	0.140	0.332	0.141	0.324	0.140	0.322	0.141	0.325	0.140	0.323	0.141
Some College			0.286	0.159	0.248	0.160	0.288	0.159	0.250	0.160	0.283	0.159	0.244	0.160	0.286	0.159	0.247	0.160
College Completed			0.402	0.144	0.426	0.145	0.403	0.144	0.427	0.145	0.395	0.144	0.418	0.145	0.396	0.144	0.420	0.145
Some University			0.420	0.151	0.375	0.153	0.420	0.151	0.374	0.153	0.416	0.151	0.370	0.153	0.416	0.151	0.370	0.153
University Completed			0.377	0.141	0.406	0.142	0.377	0.141	0.406	0.142	0.375	0.141	0.403	0.142	0.376	0.141	0.404	0.142
Observations	3,859		2,939		2,939		2,939		2,939		2,939		2,939		2,939		2,939	

TABLE 18

Decomposition of the Impact of Bill C-12 — Unemployment Spells — Young Adult Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.003	0.071	0.078	0.084	0.099	0.084	0.077	0.084	0.099	0.085	0.065	0.067	0.016	0.080	-0.012	0.080	0.019	0.080	-0.009	0.080
Men					0.293	0.093			0.292	0.093					0.280	0.089			0.280	0.089
Full-Time					0.072	0.103			0.073	0.103					0.024	0.094			0.023	0.094
Seasonal					0.246	0.093			0.245	0.093					0.133	0.088			0.133	0.088
Exhaust-8							0.046	0.217	0.060	0.218							-0.455	0.239	-0.449	0.239
Exhaust-4							-0.461	0.425	-0.463	0.426							-0.146	0.322	-0.138	0.323
Exhaust-2							-0.149	0.225	-0.107	0.226							-0.012	0.208	-0.005	0.209
Eligibility			0.057	0.199	0.119	0.201	-0.031	0.247	0.057	0.251			0.191	0.197	0.219	0.196	0.250	0.234	0.280	0.236
Entitlement			0.001	0.004	-0.001	0.004	0.000	0.005	-0.002	0.005			-0.004	0.004	-0.005	0.004	-0.006	0.005	-0.006	0.005
Minority			-0.422	0.266	-0.319	0.268	-0.424	0.266	-0.320	0.268			-0.029	0.181	0.043	0.183	-0.020	0.181	0.053	0.184
Married			0.046	0.096	0.127	0.099	0.042	0.096	0.124	0.099			-0.028	0.093	0.042	0.096	-0.032	0.093	0.038	0.096
Unemployment Rate			0.001	0.009	0.002	0.009	0.001	0.009	0.002	0.009			0.003	0.009	0.002	0.009	0.003	0.009	0.002	0.009
Newfoundland			-0.331	0.200	-0.372	0.201	-0.332	0.200	-0.374	0.201			-0.395	0.188	-0.409	0.188	-0.404	0.188	-0.418	0.188
P.E.I.			0.353	0.204	0.256	0.207	0.352	0.204	0.255	0.207			0.209	0.206	0.123	0.210	0.205	0.206	0.120	0.210
Nova Scotia			-0.410	0.228	-0.466	0.230	-0.415	0.229	-0.470	0.230			-0.147	0.197	-0.191	0.197	-0.147	0.197	-0.191	0.198
New Brunswick			0.029	0.218	-0.007	0.218	0.029	0.218	-0.007	0.218			0.241	0.203	0.182	0.204	0.229	0.203	0.171	0.204

TABLE 18 (continued)

Decomposition of the Impact of Bill C-12 — Unemployment Spells — Young Adult Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Quebec			-0.120	0.174	-0.094	0.175	-0.123	0.175	-0.097	0.175			-0.164	0.166	-0.143	0.166	-0.165	0.166	-0.145	0.167
Manitoba			-0.011	0.172	-0.036	0.172	-0.009	0.172	-0.035	0.173			0.110	0.159	0.111	0.159	0.106	0.159	0.106	0.159
Saskatchewan			0.217	0.168	0.209	0.169	0.215	0.168	0.206	0.169			0.048	0.152	0.004	0.153	0.044	0.152	0.000	0.153
Alberta			0.121	0.164	0.134	0.164	0.124	0.164	0.136	0.165			0.025	0.146	0.033	0.147	0.017	0.146	0.024	0.147
British Columbia			-0.177	0.171	-0.188	0.171	-0.179	0.171	-0.192	0.171			-0.158	0.159	-0.154	0.159	-0.158	0.159	-0.155	0.159
Some Secondary			-0.262	0.400	-0.467	0.402	-0.271	0.400	-0.472	0.402			-0.573	0.398	-0.617	0.400	-0.575	0.398	-0.620	0.400
Secondary Completed			0.002	0.390	-0.159	0.391	-0.007	0.390	-0.165	0.391			-0.324	0.389	-0.335	0.390	-0.326	0.389	-0.338	0.391
Some College			0.121	0.402	-0.029	0.403	0.113	0.402	-0.034	0.403			-0.198	0.400	-0.206	0.402	-0.207	0.400	-0.217	0.402
College Completed			0.007	0.398	-0.103	0.398	-0.003	0.399	-0.111	0.399			-0.317	0.401	-0.293	0.402	-0.320	0.401	-0.297	0.402
Some University			0.218	0.405	0.138	0.406	0.208	0.406	0.131	0.406			-0.243	0.401	-0.208	0.402	-0.242	0.401	-0.208	0.402
University Completed			0.272	0.402	0.154	0.403	0.264	0.403	0.149	0.403			-0.056	0.402	-0.006	0.403	-0.058	0.403	-0.009	0.403
Observations	973		725		725		725		725		1,058		789		789		789		789	

TABLE 19
Total Impact of Bill C-12 (Q97/04–Q95/04)
Unemployment Spells — Young Adult Workers

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.073	0.065	0.087	0.077	0.084	0.077	0.086	0.077	0.083	0.077
Men					0.097	0.088			0.095	0.088
Full-Time					-0.082	0.091			-0.082	0.091
Seasonal					0.281	0.085			0.282	0.085
Exhaust-8							0.135	0.184	0.148	0.184
Exhaust-4							-0.117	0.322	-0.104	0.322
Exhaust-2							-0.158	0.208	-0.146	0.208
Eligibility			-0.140	0.184	-0.078	0.184	-0.270	0.234	-0.203	0.236
Entitlement			0.001	0.004	0.000	0.004	0.000	0.004	-0.001	0.004
Minority			0.055	0.174	0.073	0.174	0.052	0.174	0.070	0.174
Married			-0.029	0.089	-0.009	0.092	-0.029	0.089	-0.010	0.092
Unemployment Rate			0.002	0.008	0.002	0.008	0.002	0.008	0.001	0.008
Newfoundland			-0.305	0.177	-0.323	0.177	-0.302	0.177	-0.321	0.177
P.E.I.			0.015	0.190	-0.043	0.192	0.010	0.190	-0.048	0.192
Nova Scotia			0.209	0.198	0.204	0.199	0.202	0.198	0.197	0.199
New Brunswick			0.013	0.210	-0.005	0.210	0.017	0.210	-0.001	0.210
Quebec			-0.096	0.160	-0.027	0.162	-0.101	0.161	-0.031	0.162
Manitoba			0.151	0.145	0.185	0.146	0.150	0.145	0.184	0.146
Saskatchewan			0.201	0.146	0.218	0.147	0.204	0.146	0.221	0.147
Alberta			-0.014	0.146	0.032	0.147	-0.013	0.146	0.033	0.147
British Columbia			-0.146	0.146	-0.131	0.146	-0.144	0.146	-0.129	0.146
Some Secondary			-0.253	0.426	-0.201	0.428	-0.267	0.426	-0.212	0.428
Secondary Completed			0.127	0.419	0.183	0.420	0.110	0.419	0.168	0.420
Some College			0.101	0.429	0.207	0.431	0.084	0.430	0.193	0.431
College Completed			0.065	0.428	0.146	0.429	0.048	0.428	0.131	0.430
Some University			0.227	0.429	0.317	0.430	0.211	0.429	0.303	0.430
University Completed			0.130	0.433	0.261	0.435	0.114	0.434	0.248	0.435
Observations	1,151		856		856		856		856	

TABLE 20
Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells — Young Adult Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.077	0.070	0.126	0.082	0.140	0.082	0.127	0.082	0.142	0.082	0.194	0.089	0.206	0.089	0.195	0.089	0.208	0.089
Men					0.203	0.088			0.207	0.088			0.201	0.088			0.204	0.088
Full-Time					-0.184	0.088			-0.185	0.088			-0.183	0.088			-0.184	0.088
Seasonal					0.113	0.118			0.110	0.118			0.105	0.118			0.103	0.118
Remain-8											-0.296	0.278	-0.284	0.279	-0.296	0.278	-0.284	0.279
Remain-4											-0.897	0.344	-0.887	0.344	-0.898	0.344	-0.887	0.344
Remain-2											-0.705	0.260	-0.691	0.260	-0.706	0.260	-0.692	0.260
Exhaust-8							0.198	0.183	0.205	0.183					0.198	0.184	0.204	0.183
Exhaust-4							0.102	0.276	0.099	0.276					0.101	0.276	0.098	0.276
Exhaust-2							0.176	0.196	0.192	0.195					0.181	0.196	0.196	0.195
Eligibility			-0.246	0.196	-0.236	0.197	-0.184	0.220	-0.168	0.220	-0.248	0.197	-0.240	0.197	-0.183	0.220	-0.168	0.220
Entitlement			-0.001	0.004	-0.001	0.004	0.001	0.005	0.002	0.005	-0.001	0.004	-0.001	0.004	0.002	0.005	0.002	0.005
Minority			-0.255	0.171	-0.250	0.171	-0.252	0.171	-0.246	0.171	-0.258	0.171	-0.254	0.171	-0.254	0.171	-0.250	0.171
Married			-0.130	0.101	-0.081	0.103	-0.131	0.101	-0.081	0.103	-0.123	0.101	-0.074	0.103	-0.123	0.101	-0.073	0.103
Unemployment Rate			0.002	0.009	0.001	0.009	0.002	0.009	0.002	0.009	0.002	0.009	0.001	0.009	0.002	0.009	0.002	0.009

TABLE 20 (continued)

Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells — Young Adult Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			-0.386	0.196	-0.388	0.196	-0.387	0.196	-0.390	0.196	-0.383	0.196	-0.385	0.196	-0.384	0.196	-0.386	0.196
P.E.I.			0.044	0.204	0.055	0.204	0.046	0.204	0.055	0.204	0.039	0.204	0.052	0.204	0.040	0.204	0.053	0.205
Nova Scotia			-0.104	0.201	-0.086	0.202	-0.104	0.201	-0.087	0.202	-0.111	0.201	-0.092	0.202	-0.111	0.201	-0.091	0.202
New Brunswick			-0.231	0.216	-0.243	0.216	-0.238	0.216	-0.251	0.216	-0.242	0.216	-0.252	0.216	-0.248	0.216	-0.258	0.216
Quebec			-0.057	0.179	-0.064	0.179	-0.058	0.179	-0.066	0.179	-0.065	0.179	-0.072	0.179	-0.065	0.179	-0.073	0.179
Manitoba			0.203	0.179	0.185	0.179	0.203	0.179	0.185	0.180	0.197	0.179	0.180	0.179	0.199	0.179	0.181	0.179
Saskatchewan			0.091	0.179	0.089	0.180	0.092	0.179	0.090	0.179	0.090	0.179	0.088	0.179	0.092	0.179	0.090	0.179
Alberta			0.186	0.176	0.192	0.176	0.190	0.176	0.197	0.176	0.177	0.176	0.185	0.176	0.181	0.176	0.190	0.176
British Columbia			0.185	0.170	0.180	0.171	0.180	0.170	0.174	0.171	0.172	0.170	0.169	0.170	0.168	0.170	0.164	0.171
Some Secondary			-0.212	0.527	-0.225	0.527	-0.191	0.528	-0.202	0.528	-0.248	0.527	-0.258	0.528	-0.224	0.528	-0.233	0.528
Secondary Completed			0.170	0.521	0.192	0.521	0.194	0.522	0.219	0.522	0.135	0.521	0.157	0.521	0.160	0.522	0.186	0.522
Some College			0.056	0.530	0.038	0.531	0.079	0.531	0.063	0.532	0.021	0.530	0.002	0.531	0.046	0.531	0.029	0.532
College Completed			0.181	0.523	0.218	0.525	0.199	0.524	0.241	0.526	0.157	0.523	0.193	0.525	0.176	0.524	0.217	0.526
Some University			-0.017	0.528	0.012	0.528	0.003	0.528	0.034	0.529	-0.047	0.528	-0.019	0.528	-0.027	0.528	0.005	0.529
University Completed			0.200	0.523	0.238	0.525	0.221	0.524	0.262	0.526	0.176	0.523	0.213	0.525	0.198	0.524	0.239	0.526
Observations	1,031		788		788		788		788		788		788		788		788	

TABLE 21

Decomposition of the Impact of Bill C-12 — Unemployment Spells — Adult Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.147	0.038	0.103	0.044	0.129	0.044	0.103	0.044	0.129	0.044	0.045	0.036	0.096	0.042	0.074	0.042	0.095	0.042	0.073	0.042
Men					0.280	0.050			0.279	0.050					0.318	0.047			0.319	0.047
Full-Time					0.171	0.072			0.172	0.072					0.131	0.068			0.132	0.068
Seasonal					0.552	0.048			0.553	0.048					0.574	0.047			0.577	0.047
Exhaust-8							-0.084	0.118	-0.101	0.118							-0.010	0.113	-0.023	0.113
Exhaust-4							-0.123	0.176	-0.151	0.177							-0.091	0.176	-0.113	0.176
Exhaust-2							-0.073	0.117	-0.097	0.117							-0.239	0.120	-0.290	0.121
Eligibility			-0.057	0.106	-0.087	0.105	-0.089	0.130	-0.132	0.130			-0.097	0.102	-0.120	0.102	-0.263	0.132	-0.319	0.132
Entitlement			0.001	0.002	0.002	0.002	0.001	0.002	0.001	0.002			0.003	0.002	0.003	0.002	0.002	0.002	0.001	0.002
Minority			-0.291	0.129	-0.249	0.129	-0.290	0.129	-0.249	0.129			-0.157	0.116	-0.112	0.116	-0.159	0.116	-0.116	0.116
Married			-0.048	0.047	-0.008	0.047	-0.048	0.047	-0.009	0.047			-0.014	0.045	0.013	0.045	-0.013	0.045	0.013	0.045
Unemployment Rate			-0.001	0.005	0.000	0.005	-0.001	0.005	0.000	0.005			-0.004	0.005	-0.002	0.005	-0.004	0.005	-0.003	0.005
Newfoundland			0.033	0.094	-0.083	0.095	0.033	0.094	-0.083	0.095			0.070	0.096	-0.056	0.096	0.072	0.096	-0.055	0.096
P.E.I.			0.325	0.099	0.146	0.100	0.323	0.099	0.143	0.100			0.399	0.101	0.191	0.102	0.401	0.101	0.193	0.102
Nova Scotia			0.052	0.096	-0.042	0.097	0.050	0.096	-0.044	0.097			0.188	0.095	0.045	0.096	0.186	0.095	0.041	0.096
New Brunswick			0.023	0.097	-0.084	0.097	0.024	0.097	-0.084	0.097			0.194	0.091	0.083	0.092	0.195	0.091	0.083	0.092

TABLE 21 (continued)

Decomposition of the Impact of Bill C-12 — Unemployment Spells — Adult Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Quebec			-0.013	0.089	-0.028	0.089	-0.013	0.089	-0.029	0.089			0.161	0.086	0.122	0.086	0.162	0.086	0.121	0.086
Manitoba			0.021	0.097	-0.006	0.097	0.021	0.097	-0.005	0.097			0.048	0.092	0.039	0.092	0.050	0.092	0.040	0.092
Saskatchewan			0.384	0.094	0.304	0.095	0.384	0.094	0.304	0.095			0.484	0.090	0.386	0.091	0.485	0.090	0.387	0.091
Alberta			0.171	0.090	0.155	0.090	0.172	0.090	0.155	0.090			0.157	0.088	0.132	0.089	0.159	0.088	0.132	0.089
British Columbia			-0.129	0.094	-0.171	0.094	-0.129	0.094	-0.170	0.094			-0.054	0.089	-0.106	0.089	-0.053	0.089	-0.105	0.089
Some Secondary			-0.140	0.089	-0.119	0.089	-0.141	0.089	-0.120	0.089			-0.212	0.085	-0.190	0.085	-0.212	0.085	-0.191	0.085
Secondary Completed			0.049	0.087	0.176	0.088	0.048	0.087	0.175	0.088			-0.146	0.084	-0.039	0.084	-0.147	0.084	-0.040	0.084
Some College			0.001	0.116	0.213	0.117	0.000	0.116	0.213	0.117			-0.187	0.119	0.039	0.120	-0.188	0.119	0.041	0.120
College Completed			0.022	0.097	0.218	0.098	0.021	0.097	0.217	0.098			-0.101	0.092	0.096	0.093	-0.101	0.092	0.098	0.093
Some University			0.016	0.132	0.222	0.133	0.016	0.132	0.222	0.133			-0.123	0.121	0.090	0.122	-0.124	0.121	0.090	0.122
University Completed			-0.012	0.103	0.193	0.104	-0.013	0.103	0.192	0.104			-0.176	0.098	0.035	0.099	-0.176	0.098	0.037	0.099
Observations	3,836		2,919		2,919		2,919		2,919		3,952		2,989		2,989		2,989		2,989	

TABLE 22
Total Impact of Bill C-12 (Q97/04–Q95/04)
Unemployment Spells — Adult Workers

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.192	0.037	0.197	0.043	0.201	0.043	0.197	0.043	0.201	0.043
Men					0.272	0.048			0.272	0.048
Full-Time					0.116	0.070			0.116	0.070
Seasonal					0.518	0.047			0.518	0.047
Exhaust-8							0.062	0.112	0.048	0.112
Exhaust-4							0.007	0.171	-0.018	0.171
Exhaust-2							0.010	0.118	-0.024	0.118
Eligibility			-0.168	0.104	-0.168	0.104	-0.170	0.130	-0.191	0.130
Entitlement			0.005	0.002	0.005	0.002	0.005	0.002	0.005	0.002
Minority			-0.256	0.105	-0.198	0.105	-0.256	0.105	-0.197	0.105
Married			-0.041	0.045	-0.029	0.045	-0.041	0.045	-0.029	0.045
Unemployment Rate			-0.004	0.005	-0.003	0.005	-0.004	0.005	-0.003	0.005
Newfoundland			0.058	0.095	-0.033	0.095	0.059	0.095	-0.032	0.095
P.E.I.			0.305	0.101	0.188	0.102	0.306	0.101	0.189	0.102
Nova Scotia			0.151	0.095	0.115	0.096	0.151	0.095	0.115	0.096
New Brunswick			0.083	0.096	-0.002	0.097	0.083	0.096	-0.001	0.097
Quebec			-0.022	0.089	-0.013	0.089	-0.022	0.089	-0.013	0.089
Manitoba			0.059	0.095	0.063	0.095	0.059	0.095	0.064	0.095
Saskatchewan			0.494	0.093	0.427	0.093	0.494	0.093	0.427	0.093
Alberta			0.151	0.088	0.136	0.088	0.151	0.088	0.136	0.088
British Columbia			-0.079	0.089	-0.106	0.089	-0.079	0.089	-0.106	0.089
Some Secondary			-0.056	0.088	-0.041	0.088	-0.056	0.088	-0.041	0.088
Secondary Completed			-0.010	0.088	0.094	0.089	-0.009	0.088	0.095	0.089
Some College			0.001	0.116	0.151	0.116	0.001	0.116	0.151	0.116
College Completed			0.107	0.096	0.277	0.097	0.107	0.096	0.277	0.097
Some University			-0.040	0.126	0.152	0.127	-0.040	0.126	0.152	0.127
University Completed			-0.102	0.104	0.117	0.106	-0.102	0.104	0.118	0.106
Observations	3,996		3,008		3,008		3,008		3,008	

TABLE 23

Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells — Adult Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.008	0.042	0.031	0.049	0.048	0.049	0.030	0.049	0.048	0.049	0.088	0.052	0.102	0.052	0.088	0.052	0.102	0.052
Men					0.335	0.051			0.335	0.051			0.330	0.051			0.330	0.051
Full-Time					-0.139	0.060			-0.139	0.060			-0.143	0.060			-0.143	0.060
Seasonal					0.298	0.066			0.298	0.066			0.296	0.066			0.296	0.066
Remain-8											0.137	0.219	0.150	0.219	0.137	0.219	0.150	0.219
Remain-4											0.028	0.235	0.056	0.235	0.028	0.235	0.056	0.235
Remain-2											-0.263	0.207	-0.226	0.207	-0.263	0.207	-0.226	0.207
Exhaust-8							0.022	0.110	0.023	0.110					0.021	0.110	0.023	0.110
Exhaust-4							0.130	0.155	0.131	0.155					0.129	0.155	0.130	0.155
Exhaust-2							-0.012	0.117	-0.013	0.117					-0.013	0.117	-0.013	0.117
Eligibility			-0.034	0.116	-0.054	0.116	-0.057	0.134	-0.077	0.134	-0.029	0.116	-0.048	0.116	-0.051	0.134	-0.071	0.134
Entitlement			0.000	0.002	0.000	0.002	0.000	0.003	0.000	0.003	0.000	0.002	0.000	0.002	0.000	0.003	0.000	0.003
Minority			-0.136	0.104	-0.143	0.104	-0.136	0.104	-0.143	0.104	-0.137	0.104	-0.143	0.104	-0.137	0.104	-0.143	0.104
Married			-0.076	0.052	-0.041	0.052	-0.076	0.052	-0.041	0.052	-0.072	0.052	-0.039	0.052	-0.072	0.052	-0.039	0.052
Unemployment Rate			0.006	0.005	0.005	0.005	0.006	0.005	0.005	0.005	0.006	0.005	0.005	0.005	0.006	0.005	0.005	0.005

TABLE 23 (continued)

Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells — Adult Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			-0.054	0.114	-0.152	0.114	-0.054	0.114	-0.153	0.114	-0.056	0.114	-0.152	0.114	-0.056	0.114	-0.153	0.114
P.E.I.			0.251	0.119	0.139	0.121	0.251	0.119	0.139	0.121	0.265	0.119	0.154	0.121	0.265	0.119	0.154	0.121
Nova Scotia			0.131	0.106	0.068	0.106	0.131	0.106	0.068	0.106	0.130	0.106	0.066	0.106	0.130	0.106	0.066	0.106
New Brunswick			-0.022	0.113	-0.104	0.114	-0.022	0.113	-0.104	0.114	-0.024	0.113	-0.106	0.114	-0.024	0.113	-0.106	0.114
Quebec			-0.008	0.100	-0.074	0.101	-0.009	0.100	-0.074	0.101	-0.009	0.100	-0.074	0.101	-0.009	0.100	-0.075	0.101
Manitoba			-0.004	0.110	-0.055	0.110	-0.004	0.110	-0.054	0.110	-0.004	0.110	-0.054	0.110	-0.003	0.110	-0.054	0.110
Saskatchewan			0.259	0.110	0.225	0.110	0.260	0.110	0.225	0.110	0.260	0.110	0.224	0.110	0.261	0.110	0.225	0.110
Alberta			0.299	0.097	0.266	0.097	0.299	0.097	0.266	0.097	0.297	0.097	0.263	0.097	0.297	0.097	0.263	0.097
British Columbia			0.150	0.093	0.074	0.093	0.150	0.093	0.074	0.093	0.150	0.093	0.075	0.093	0.150	0.093	0.075	0.093
Some Secondary			0.125	0.128	0.172	0.128	0.125	0.128	0.172	0.128	0.122	0.128	0.169	0.128	0.122	0.128	0.170	0.128
Secondary Completed			0.310	0.125	0.408	0.126	0.310	0.125	0.408	0.126	0.307	0.125	0.404	0.126	0.307	0.125	0.404	0.126
Some College			0.250	0.157	0.379	0.158	0.251	0.157	0.379	0.158	0.250	0.157	0.376	0.158	0.251	0.157	0.377	0.158
College Completed			0.372	0.131	0.482	0.132	0.372	0.131	0.482	0.132	0.369	0.131	0.477	0.132	0.369	0.131	0.478	0.132
Some University			0.460	0.148	0.578	0.149	0.460	0.148	0.578	0.149	0.463	0.148	0.579	0.149	0.463	0.148	0.579	0.149
University Completed			0.403	0.127	0.523	0.129	0.403	0.127	0.523	0.129	0.406	0.127	0.524	0.129	0.406	0.127	0.524	0.129
Observations	3,563		2,708		2,708		2708		2,708		2,708		2,708		2,708		2,708	

TABLE 24
Decomposition of the Impact of Bill C-12 — Unemployment Spells — Part-Time Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	-0.068	0.087	-0.036	0.104	0.010	0.105	-0.034	0.104	0.016	0.105	0.268	0.082	0.260	0.099	0.203	0.100	0.263	0.099	0.205	0.100
Men					0.287	0.117			0.283	0.117					0.140	0.109			0.140	0.109
Youth (<= 25)					0.288	0.119			0.289	0.119					0.358	0.112			0.357	0.113
Seasonal					0.646	0.131			0.652	0.131					0.539	0.124			0.538	0.124
Exhaust-8							-0.306	0.285	-0.254	0.285							-0.086	0.231	-0.052	0.231
Exhaust-4							-0.404	0.431	-0.337	0.431							-0.329	0.378	-0.298	0.378
Exhaust-2							0.246	0.233	0.315	0.233							-0.078	0.237	-0.028	0.237
Eligibility			0.001	0.244	0.109	0.245	0.197	0.271	0.337	0.272			-0.001	0.242	0.171	0.246	-0.012	0.274	0.183	0.276
Entitlement			0.003	0.005	0.002	0.005	0.004	0.005	0.004	0.005			0.008	0.005	0.008	0.005	0.007	0.006	0.007	0.006
Minority			-0.408	0.279	-0.407	0.281	-0.413	0.279	-0.413	0.281			-0.217	0.205	-0.186	0.207	-0.214	0.205	-0.185	0.207
Married			-0.334	0.103	-0.133	0.117	-0.335	0.104	-0.134	0.117			-0.403	0.099	-0.173	0.115	-0.404	0.099	-0.174	0.115
Unemployment Rate			-0.001	0.012	-0.001	0.012	-0.001	0.012	0.000	0.012			-0.007	0.011	-0.008	0.011	-0.007	0.011	-0.008	0.011
Newfoundland			0.263	0.226	0.180	0.228	0.267	0.226	0.183	0.228			0.310	0.216	0.049	0.222	0.306	0.216	0.047	0.222
P.E.I.			0.457	0.293	0.372	0.295	0.462	0.293	0.379	0.295			0.577	0.300	0.388	0.305	0.576	0.300	0.385	0.305
Nova Scotia			-0.302	0.219	-0.459	0.221	-0.300	0.219	-0.454	0.221			-0.130	0.225	-0.360	0.230	-0.129	0.225	-0.360	0.230
New Brunswick			-0.079	0.231	-0.054	0.232	-0.076	0.231	-0.054	0.233			0.001	0.227	-0.030	0.228	-0.001	0.227	-0.031	0.228

TABLE 24 (continued)

Decomposition of the Impact of Bill C-12 — Unemployment Spells — Part-Time Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Quebec			-0.347	0.204	-0.324	0.208	-0.345	0.204	-0.320	0.208			0.135	0.183	0.117	0.186	0.137	0.183	0.117	0.186
Manitoba			-0.115	0.198	-0.085	0.199	-0.113	0.198	-0.083	0.199			-0.038	0.186	-0.057	0.186	-0.038	0.186	-0.056	0.186
Saskatchewan			0.341	0.200	0.343	0.205	0.344	0.200	0.345	0.205			0.363	0.193	0.296	0.195	0.363	0.193	0.298	0.195
Alberta			0.010	0.197	0.090	0.203	-0.002	0.198	0.074	0.203			0.042	0.182	0.013	0.184	0.044	0.183	0.013	0.184
British Columbia			-0.166	0.202	-0.162	0.203	-0.160	0.201	-0.156	0.202			-0.064	0.181	-0.129	0.183	-0.066	0.181	-0.131	0.183
Some Secondary			0.547	0.331	0.502	0.332	0.564	0.332	0.525	0.333			0.334	0.325	0.236	0.327	0.327	0.325	0.232	0.327
Secondary Completed			0.704	0.319	0.741	0.322	0.730	0.320	0.774	0.322			0.336	0.320	0.216	0.324	0.329	0.320	0.214	0.324
Some College			0.748	0.345	0.830	0.347	0.772	0.346	0.861	0.348			0.347	0.346	0.296	0.349	0.339	0.347	0.293	0.350
College Completed			0.865	0.330	0.945	0.333	0.890	0.331	0.974	0.334			0.366	0.329	0.308	0.333	0.363	0.330	0.307	0.333
Some University			0.711	0.381	0.779	0.382	0.740	0.382	0.813	0.383			0.333	0.347	0.195	0.352	0.328	0.347	0.196	0.353
University Completed			0.988	0.334	1.033	0.335	1.004	0.335	1.058	0.336			0.710	0.333	0.654	0.335	0.701	0.334	0.651	0.336
Observations	738		553		553		553		553		807		600		600		600		600	

TABLE 25
Total Impact of Bill C-12 (Q97/04–Q95/04)
Unemployment Spells — Part-Time Workers

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.207	0.082	0.224	0.100	0.208	0.101	0.225	0.100	0.208	0.101
Men					0.147	0.112			0.149	0.112
Youth (<= 25)					0.351	0.114			0.350	0.114
Seasonal					0.420	0.119			0.417	0.119
Exhaust-8							-0.233	0.241	-0.209	0.242
Exhaust-4							-0.023	0.318	-0.006	0.318
Exhaust-2							-0.095	0.231	-0.083	0.232
Eligibility			-0.496	0.240	-0.322	0.242	-0.523	0.277	-0.347	0.279
Entitlement			0.012	0.005	0.009	0.005	0.010	0.005	0.008	0.005
Minority			-0.010	0.198	0.003	0.200	-0.008	0.198	0.004	0.200
Married			-0.413	0.100	-0.230	0.115	-0.414	0.100	-0.230	0.115
Unemployment Rate			-0.017	0.011	-0.015	0.011	-0.017	0.011	-0.016	0.011
Newfoundland			0.290	0.210	0.182	0.211	0.286	0.211	0.178	0.211
P.E.I.			0.197	0.305	0.077	0.307	0.191	0.305	0.069	0.307
Nova Scotia			-0.012	0.214	-0.003	0.215	-0.006	0.214	0.002	0.215
New Brunswick			-0.201	0.244	-0.165	0.244	-0.201	0.244	-0.166	0.244
Quebec			-0.445	0.207	-0.353	0.210	-0.446	0.208	-0.355	0.210
Manitoba			0.037	0.183	0.090	0.183	0.036	0.183	0.089	0.183
Saskatchewan			0.351	0.201	0.303	0.203	0.352	0.202	0.303	0.203
Alberta			-0.032	0.182	0.034	0.185	-0.032	0.182	0.034	0.185
British Columbia			-0.138	0.176	-0.116	0.176	-0.138	0.176	-0.116	0.176
Some Secondary			0.052	0.300	0.022	0.300	0.051	0.300	0.021	0.300
Secondary Completed			0.216	0.289	0.170	0.290	0.211	0.289	0.166	0.290
Some College			0.294	0.318	0.311	0.322	0.288	0.319	0.306	0.322
College Completed			0.284	0.305	0.325	0.307	0.288	0.305	0.329	0.307
Some University			0.194	0.318	0.129	0.320	0.196	0.318	0.132	0.320
University Completed			0.272	0.310	0.279	0.311	0.267	0.310	0.274	0.311
Observations	783		579		579		579		579	

TABLE 26

Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells — Part-Time Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	-0.070	0.072	-0.038	0.082	-0.034	0.082	-0.038	0.082	-0.035	0.082	0.039	0.088	0.038	0.088	0.038	0.088	0.037	0.088
Men					0.199	0.089			0.199	0.089			0.193	0.089			0.193	0.089
Youth (<=25)					0.175	0.100			0.176	0.100			0.166	0.100			0.167	0.100
Seasonal					0.242	0.117			0.242	0.117			0.226	0.117			0.226	0.117
Remain-8											0.085	0.359	0.110	0.359	0.088	0.359	0.113	0.359
Remain-4											-0.129	0.385	-0.076	0.386	-0.126	0.386	-0.073	0.386
Remain-2											-0.432	0.342	-0.367	0.342	-0.428	0.342	-0.363	0.342
Exhaust-8							0.131	0.179	0.134	0.179					0.125	0.179	0.129	0.179
Exhaust-4							-0.108	0.281	-0.104	0.281					-0.114	0.281	-0.109	0.281
Exhaust-2							0.089	0.188	0.101	0.189					0.084	0.188	0.097	0.189
Eligibility			-0.208	0.197	-0.151	0.199	-0.170	0.221	-0.106	0.222	-0.203	0.198	-0.151	0.199	-0.168	0.221	-0.109	0.222
Entitlement			0.000	0.004	0.000	0.004	0.001	0.005	0.001	0.005	0.000	0.004	0.000	0.004	0.001	0.005	0.001	0.005
Minority			-0.039	0.171	-0.081	0.172	-0.040	0.171	-0.081	0.172	-0.060	0.171	-0.098	0.171	-0.061	0.171	-0.099	0.171
Married			-0.465	0.083	-0.352	0.095	-0.464	0.083	-0.350	0.096	-0.458	0.083	-0.350	0.095	-0.457	0.084	-0.349	0.096
Unemployment Rate			0.003	0.009	0.002	0.009	0.003	0.009	0.002	0.009	0.003	0.009	0.002	0.009	0.003	0.009	0.002	0.009

TABLE 26 (continued)

Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells — Part-Time Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			0.105	0.184	0.054	0.186	0.105	0.184	0.054	0.186	0.105	0.184	0.058	0.186	0.106	0.184	0.059	0.186
P.E.I.			-0.129	0.260	-0.165	0.260	-0.130	0.260	-0.167	0.260	-0.143	0.260	-0.177	0.260	-0.144	0.260	-0.179	0.260
Nova Scotia			-0.026	0.183	-0.076	0.184	-0.027	0.183	-0.077	0.184	-0.046	0.183	-0.090	0.184	-0.046	0.183	-0.090	0.184
New Brunswick			-0.003	0.196	-0.039	0.198	-0.004	0.196	-0.041	0.198	-0.010	0.196	-0.042	0.197	-0.011	0.196	-0.043	0.198
Quebec			-0.171	0.170	-0.198	0.170	-0.171	0.170	-0.198	0.170	-0.184	0.170	-0.209	0.170	-0.183	0.170	-0.209	0.170
Manitoba			0.043	0.170	-0.006	0.170	0.044	0.170	-0.006	0.170	0.036	0.170	-0.010	0.170	0.037	0.170	-0.009	0.170
Saskatchewan			0.270	0.168	0.226	0.169	0.271	0.168	0.226	0.169	0.264	0.168	0.223	0.169	0.265	0.168	0.224	0.169
Alberta			0.067	0.167	0.070	0.167	0.070	0.167	0.073	0.168	0.067	0.167	0.071	0.167	0.070	0.167	0.074	0.167
British Columbia			-0.032	0.159	-0.052	0.160	-0.032	0.159	-0.052	0.160	-0.027	0.159	-0.045	0.159	-0.026	0.159	-0.045	0.160
Some Secondary			-0.061	0.312	-0.035	0.313	-0.057	0.312	-0.031	0.313	-0.052	0.312	-0.023	0.313	-0.048	0.312	-0.020	0.313
Secondary Completed			0.069	0.307	0.101	0.309	0.072	0.307	0.105	0.310	0.073	0.307	0.106	0.309	0.075	0.307	0.109	0.309
Some College			0.119	0.324	0.107	0.329	0.124	0.325	0.112	0.329	0.123	0.324	0.114	0.329	0.128	0.325	0.118	0.329
College Completed			0.299	0.308	0.346	0.311	0.303	0.308	0.352	0.311	0.304	0.308	0.351	0.311	0.308	0.308	0.356	0.311
Some University			0.455	0.316	0.461	0.319	0.459	0.316	0.465	0.319	0.469	0.316	0.475	0.319	0.473	0.316	0.479	0.319
University Completed			0.179	0.305	0.236	0.306	0.183	0.305	0.241	0.307	0.197	0.305	0.253	0.306	0.201	0.305	0.258	0.307
Observations	1,132		875		875		875		875		875		875		875		875	

TABLE 27

Decomposition of the Impact of Bill C-12 — Unemployment Spells — Full-Time Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.152	0.036	0.119	0.042	0.138	0.042	0.119	0.042	0.138	0.042	0.012	0.035	0.041	0.040	0.029	0.040	0.039	0.040	0.027	0.040
Men					0.268	0.047			0.267	0.047					0.316	0.045			0.316	0.045
Youth (<= 25)					0.172	0.058			0.170	0.058					0.118	0.055			0.116	0.055
Seasonal					0.465	0.045			0.467	0.045					0.472	0.044			0.475	0.044
Exhaust-8							-0.037	0.112	-0.044	0.112							-0.114	0.114	-0.125	0.114
Exhaust-4							-0.180	0.176	-0.196	0.176							-0.061	0.169	-0.073	0.169
Exhaust-2							-0.183	0.116	-0.189	0.117							-0.219	0.116	-0.262	0.117
Eligibility			-0.084	0.101	-0.068	0.101	-0.198	0.128	-0.185	0.128			-0.061	0.097	-0.091	0.097	-0.202	0.127	-0.264	0.127
Entitlement			0.002	0.002	0.001	0.002	0.000	0.002	-0.001	0.002			0.001	0.002	0.001	0.002	-0.001	0.002	-0.001	0.002
Minority			-0.318	0.127	-0.231	0.128	-0.316	0.127	-0.230	0.128			-0.073	0.111	-0.008	0.112	-0.073	0.111	-0.010	0.112
Married			-0.050	0.043	0.040	0.046	-0.049	0.043	0.039	0.046			-0.026	0.041	0.034	0.043	-0.025	0.041	0.035	0.043
Unemployment Rate			-0.002	0.005	-0.001	0.005	-0.003	0.005	-0.001	0.005			-0.004	0.005	-0.002	0.005	-0.004	0.005	-0.003	0.005
Newfoundland			-0.061	0.092	-0.154	0.092	-0.061	0.092	-0.154	0.092			-0.042	0.093	-0.117	0.093	-0.041	0.093	-0.118	0.093
P.E.I.			0.296	0.095	0.160	0.095	0.293	0.095	0.157	0.095			0.332	0.096	0.184	0.097	0.333	0.096	0.182	0.097
Nova Scotia			0.066	0.097	-0.025	0.097	0.061	0.097	-0.030	0.097			0.199	0.093	0.107	0.093	0.195	0.093	0.102	0.093
New Brunswick			0.007	0.096	-0.075	0.096	0.009	0.096	-0.073	0.096			0.200	0.089	0.138	0.090	0.199	0.089	0.135	0.090

TABLE 27 (continued)
Decomposition of the Impact of Bill C-12 — Unemployment Spells — Full-Time Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Quebec			0.017	0.086	0.013	0.086	0.017	0.086	0.012	0.086			0.088	0.084	0.089	0.084	0.086	0.084	0.086	0.084
Manitoba			0.100	0.093	0.024	0.093	0.101	0.093	0.025	0.093			0.141	0.088	0.107	0.088	0.142	0.088	0.107	0.088
Saskatchewan			0.359	0.089	0.283	0.090	0.358	0.089	0.283	0.090			0.415	0.085	0.325	0.085	0.416	0.085	0.324	0.085
Alberta			0.233	0.086	0.201	0.086	0.233	0.086	0.201	0.086			0.197	0.083	0.180	0.083	0.197	0.083	0.178	0.083
British Columbia			-0.117	0.090	-0.165	0.090	-0.117	0.090	-0.165	0.090			-0.066	0.086	-0.083	0.086	-0.066	0.086	-0.081	0.086
Some Secondary			-0.226	0.090	-0.209	0.090	-0.226	0.090	-0.209	0.090			-0.274	0.086	-0.250	0.086	-0.273	0.086	-0.249	0.086
Secondary Completed			0.010	0.087	0.082	0.088	0.010	0.087	0.082	0.088			-0.142	0.083	-0.078	0.084	-0.142	0.083	-0.078	0.084
Some College			0.019	0.111	0.122	0.113	0.018	0.111	0.122	0.113			-0.094	0.110	0.019	0.112	-0.094	0.110	0.021	0.112
College Completed			-0.056	0.097	0.095	0.098	-0.057	0.097	0.094	0.098			-0.126	0.092	0.025	0.093	-0.126	0.092	0.025	0.093
Some University			0.064	0.118	0.229	0.120	0.063	0.118	0.229	0.121			-0.050	0.111	0.109	0.113	-0.049	0.111	0.111	0.113
University Completed			-0.070	0.103	0.102	0.104	-0.070	0.103	0.102	0.104			-0.195	0.098	0.005	0.099	-0.193	0.098	0.009	0.099
Observations	4,071		3,091		3,091		3,091		3091		4,203		3,178		3,178		3,178		3,178	

TABLE 28
Total Impact of Bill C-12 (Q97/04–Q95/04) Unemployment Spells — Full-Time Workers

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.165	0.035	0.161	0.041	0.164	0.041	0.161	0.041	0.165	0.041
Men					0.227	0.046			0.227	0.046
Youth (<= 25)					0.089	0.054			0.089	0.054
Seasonal					0.465	0.043			0.465	0.043
Exhaust-8							0.152	0.104	0.138	0.104
Exhaust-4							-0.035	0.171	-0.054	0.171
Exhaust-2							-0.034	0.115	-0.066	0.115
Eligibility			-0.109	0.099	-0.110	0.098	-0.154	0.126	-0.175	0.126
Entitlement			0.003	0.002	0.002	0.002	0.003	0.002	0.002	0.002
Minority			-0.253	0.101	-0.174	0.101	-0.253	0.101	-0.173	0.101
Married			-0.033	0.041	0.006	0.044	-0.033	0.041	0.007	0.044
Unemployment Rate			-0.001	0.005	0.000	0.005	-0.001	0.005	-0.001	0.005
Newfoundland			-0.025	0.091	-0.096	0.091	-0.023	0.091	-0.095	0.091
P.E.I.			0.247	0.094	0.149	0.095	0.248	0.094	0.150	0.095
Nova Scotia			0.189	0.094	0.159	0.094	0.189	0.094	0.159	0.094
New Brunswick			0.086	0.093	0.030	0.094	0.087	0.093	0.032	0.094
Quebec			0.014	0.085	0.042	0.085	0.015	0.085	0.042	0.085
Manitoba			0.132	0.088	0.119	0.088	0.133	0.088	0.121	0.088
Saskatchewan			0.454	0.085	0.398	0.085	0.455	0.085	0.399	0.085
Alberta			0.147	0.083	0.142	0.083	0.148	0.083	0.142	0.083
British Columbia			-0.072	0.085	-0.097	0.085	-0.072	0.085	-0.096	0.085
Some Secondary			-0.076	0.089	-0.072	0.090	-0.076	0.089	-0.072	0.090
Secondary Completed			0.032	0.088	0.088	0.089	0.033	0.088	0.089	0.089
Some College			0.043	0.110	0.135	0.111	0.044	0.110	0.136	0.111
College Completed			0.097	0.096	0.213	0.097	0.098	0.096	0.213	0.097
Some University			0.106	0.115	0.235	0.117	0.106	0.115	0.236	0.117
University Completed			-0.064	0.104	0.123	0.106	-0.063	0.104	0.123	0.106
Observations	4,364		3,285		3,285		3,285		3,285	

TABLE 29

Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells — Full-Time Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.051	0.042	0.065	0.049	0.089	0.049	0.065	0.049	0.089	0.049	0.121	0.052	0.142	0.052	0.121	0.052	0.142	0.052
Men					0.333	0.051			0.333	0.051			0.329	0.051			0.329	0.051
Youth (<=25)					0.299	0.063			0.299	0.063			0.300	0.063			0.300	0.063
Seasonal					0.251	0.067			0.251	0.067			0.251	0.067			0.251	0.067
Remain-8											-0.069	0.195	-0.037	0.195	-0.069	0.195	-0.037	0.195
Remain-4											-0.322	0.218	-0.289	0.218	-0.321	0.218	-0.289	0.218
Remain-2											-0.442	0.182	-0.400	0.182	-0.442	0.182	-0.399	0.182
Exhaust-8							0.050	0.111	0.051	0.111					0.050	0.111	0.051	0.111
Exhaust-4							0.206	0.154	0.207	0.154					0.206	0.154	0.207	0.154
Exhaust-2							-0.010	0.119	0.001	0.119					-0.008	0.119	0.002	0.119
Eligibility			-0.110	0.114	-0.128	0.114	-0.142	0.133	-0.154	0.133	-0.106	0.114	-0.123	0.114	-0.137	0.133	-0.148	0.133
Entitlement			0.000	0.002	0.000	0.002	0.000	0.003	0.001	0.003	0.000	0.002	0.000	0.002	0.000	0.003	0.001	0.003
Minority			-0.182	0.104	-0.179	0.104	-0.183	0.104	-0.179	0.104	-0.182	0.104	-0.178	0.104	-0.182	0.104	-0.178	0.104
Married			-0.071	0.049	0.057	0.053	-0.070	0.049	0.057	0.053	-0.068	0.049	0.059	0.053	-0.067	0.049	0.059	0.053
Unemployment Rate			0.007	0.005	0.006	0.005	0.007	0.005	0.006	0.005	0.006	0.005	0.006	0.005	0.006	0.005	0.006	0.005

TABLE 29 (continued)
Total Impact of Bill C-12 (Q97/02–Q96/02) — Unemployment Spells — Full-Time Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			-0.167	0.116	-0.292	0.117	-0.167	0.116	-0.292	0.117	-0.170	0.116	-0.294	0.117	-0.170	0.116	-0.294	0.117
P.E.I.			0.305	0.114	0.178	0.116	0.305	0.114	0.179	0.116	0.316	0.114	0.189	0.116	0.317	0.114	0.190	0.116
Nova Scotia			0.122	0.109	0.077	0.109	0.122	0.109	0.078	0.109	0.122	0.109	0.077	0.109	0.122	0.109	0.078	0.109
New Brunswick			-0.077	0.117	-0.167	0.117	-0.076	0.117	-0.167	0.117	-0.080	0.117	-0.170	0.117	-0.080	0.117	-0.170	0.117
Quebec			0.056	0.102	-0.014	0.102	0.056	0.102	-0.014	0.102	0.056	0.102	-0.013	0.102	0.056	0.102	-0.013	0.102
Manitoba			0.072	0.111	0.019	0.111	0.073	0.111	0.021	0.111	0.072	0.111	0.020	0.111	0.073	0.111	0.021	0.111
Saskatchewan			0.239	0.112	0.163	0.113	0.240	0.112	0.165	0.113	0.240	0.112	0.163	0.113	0.241	0.112	0.165	0.113
Alberta			0.365	0.098	0.314	0.098	0.365	0.098	0.314	0.098	0.359	0.098	0.307	0.098	0.359	0.098	0.307	0.098
British Columbia			0.221	0.095	0.151	0.095	0.221	0.095	0.151	0.095	0.218	0.095	0.149	0.095	0.218	0.095	0.149	0.095
Some Secondary			0.122	0.135	0.124	0.135	0.122	0.135	0.125	0.135	0.116	0.135	0.119	0.135	0.117	0.135	0.120	0.135
Secondary Completed			0.412	0.130	0.445	0.132	0.413	0.130	0.446	0.132	0.405	0.130	0.438	0.132	0.406	0.130	0.439	0.132
Some College			0.344	0.157	0.379	0.158	0.346	0.157	0.382	0.158	0.339	0.157	0.372	0.158	0.341	0.157	0.375	0.158
College Completed			0.377	0.138	0.446	0.139	0.377	0.138	0.447	0.139	0.371	0.138	0.441	0.139	0.372	0.138	0.442	0.139
Some University			0.334	0.150	0.349	0.153	0.334	0.150	0.349	0.153	0.328	0.150	0.343	0.153	0.328	0.150	0.343	0.153
University Completed			0.447	0.135	0.549	0.136	0.448	0.135	0.549	0.136	0.445	0.135	0.546	0.136	0.445	0.135	0.546	0.136
Observations	3,462		2,621		2,621		2621		2,621		2,621		2,621		2,621		2,621	

TABLE 30
Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.074	0.036	0.063	0.040	0.087	0.040	0.061	0.040	0.081	0.040	0.065	0.036	0.091	0.040	0.052	0.040	0.098	0.040	0.069	0.040
Men					0.130	0.044			0.099	0.044					0.165	0.044			0.147	0.044
Youth (<= 25)					0.101	0.059			0.066	0.060					0.241	0.060			0.241	0.060
Full-Time					0.065	0.061			0.099	0.061					0.113	0.064			0.141	0.064
Seasonal					0.405	0.042			0.330	0.042					0.312	0.042			0.209	0.043
Exhaust-8							-0.464	0.128	-0.416	0.128							-0.707	0.135	-0.677	0.135
Exhaust-4							-0.795	0.225	-0.682	0.226							-0.723	0.194	-0.646	0.195
Exhaust-2							-0.723	0.073	-0.626	0.074							-0.803	0.078	-0.728	0.079
Entitlement			-0.001	0.002	-0.002	0.002	-0.005	0.002	-0.006	0.002			0.000	0.002	0.000	0.002	-0.004	0.002	-0.004	0.002
Minority			0.082	0.121	0.144	0.122	0.235	0.122	0.260	0.122			-0.298	0.131	-0.228	0.131	-0.247	0.132	-0.200	0.132
Married			-0.008	0.042	0.037	0.044	-0.009	0.042	0.024	0.044			-0.090	0.042	-0.033	0.043	-0.100	0.042	-0.043	0.044
Unemployment Rate			0.001	0.004	0.003	0.004	0.000	0.004	0.002	0.004			0.002	0.004	0.004	0.004	0.003	0.004	0.004	0.004
Newfoundland			-0.628	0.089	-0.716	0.089	-0.660	0.089	-0.724	0.089			-0.711	0.095	-0.818	0.096	-0.790	0.095	-0.863	0.096
P.E.I.			-0.409	0.092	-0.503	0.093	-0.487	0.093	-0.551	0.093			-0.404	0.098	-0.519	0.099	-0.490	0.098	-0.564	0.099
Nova Scotia			-0.321	0.088	-0.412	0.089	-0.361	0.088	-0.428	0.089			-0.307	0.089	-0.404	0.090	-0.372	0.089	-0.440	0.090
New Brunswick			-0.352	0.089	-0.417	0.089	-0.384	0.089	-0.430	0.090			-0.259	0.088	-0.354	0.089	-0.323	0.088	-0.394	0.089

TABLE 30 (continued)

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Quebec			-0.387	0.080	-0.417	0.080	-0.433	0.080	-0.449	0.080			-0.319	0.082	-0.359	0.082	-0.402	0.082	-0.423	0.082
Manitoba			0.203	0.084	0.181	0.084	0.172	0.084	0.168	0.084			0.201	0.085	0.158	0.086	0.184	0.086	0.153	0.086
Saskatchewan			0.202	0.085	0.155	0.085	0.149	0.085	0.120	0.085			0.363	0.085	0.290	0.085	0.294	0.085	0.246	0.085
Alberta			0.178	0.087	0.185	0.087	0.177	0.087	0.185	0.087			0.334	0.089	0.307	0.089	0.333	0.089	0.304	0.089
British Columbia			-0.086	0.084	-0.127	0.084	-0.079	0.084	-0.108	0.085			-0.150	0.087	-0.205	0.087	-0.162	0.087	-0.206	0.087
Some Secondary			-0.116	0.080	-0.101	0.080	-0.110	0.080	-0.097	0.080			-0.086	0.083	-0.090	0.083	-0.075	0.083	-0.079	0.083
Secondary Completed			-0.110	0.079	-0.069	0.079	-0.110	0.079	-0.075	0.079			-0.073	0.081	-0.060	0.082	-0.072	0.081	-0.065	0.082
Some College			-0.162	0.104	-0.065	0.106	-0.154	0.104	-0.070	0.106			-0.116	0.110	-0.060	0.112	-0.095	0.110	-0.067	0.113
College Completed			-0.142	0.088	-0.022	0.089	-0.126	0.088	-0.023	0.089			-0.165	0.089	-0.098	0.091	-0.142	0.090	-0.093	0.091
Some University			-0.049	0.113	0.060	0.114	-0.052	0.113	0.040	0.114			0.101	0.110	0.178	0.112	0.160	0.111	0.203	0.112
University Completed			-0.144	0.094	-0.012	0.095	-0.118	0.094	-0.010	0.095			-0.004	0.095	0.111	0.096	0.058	0.095	0.146	0.096
Observations	4,219		3,451		3,451		3,451		3,451		4,195		3,424		3,424		3,424		3,424	

TABLE 31
Total Impact of Bill C-12 (Q97/04–Q95/04)
Recipiency Durations

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.143	0.036	0.154	0.039	0.136	0.040	0.156	0.040	0.142	0.040
Men					0.075	0.044			0.056	0.044
Youth (<= 25)					0.121	0.058			0.116	0.058
Full-Time					0.055	0.063			0.083	0.063
Seasonal					0.357	0.042			0.275	0.042
Exhaust-8							-0.560	0.123	-0.514	0.124
Exhaust-4							-0.581	0.194	-0.468	0.195
Exhaust-2							-0.597	0.069	-0.505	0.071
Entitlement			-0.001	0.002	-0.001	0.002	-0.005	0.002	-0.005	0.002
Minority			-0.076	0.102	0.000	0.102	0.002	0.102	0.048	0.103
Married			-0.054	0.041	-0.017	0.042	-0.054	0.041	-0.020	0.042
Unemployment Rate			-0.006	0.004	-0.005	0.004	-0.007	0.004	-0.006	0.004
Newfoundland			-0.900	0.091	-0.968	0.091	-0.957	0.091	-0.997	0.091
P.E.I.			-0.624	0.094	-0.710	0.095	-0.685	0.094	-0.738	0.095
Nova Scotia			-0.460	0.088	-0.521	0.089	-0.511	0.089	-0.548	0.089
New Brunswick			-0.548	0.089	-0.593	0.089	-0.608	0.089	-0.633	0.089
Quebec			-0.409	0.080	-0.392	0.080	-0.443	0.080	-0.422	0.080
Manitoba			0.066	0.083	0.047	0.083	0.024	0.083	0.014	0.083
Saskatchewan			0.145	0.082	0.110	0.082	0.070	0.082	0.057	0.082
Alberta			0.061	0.086	0.094	0.086	0.056	0.086	0.083	0.086
British Columbia			-0.179	0.083	-0.205	0.083	-0.164	0.083	-0.186	0.083
Some Secondary			-0.038	0.082	-0.027	0.082	-0.043	0.082	-0.034	0.082
Secondary Completed			-0.019	0.081	0.020	0.082	-0.030	0.081	0.001	0.082
Some College			0.000	0.106	0.049	0.107	-0.011	0.106	0.028	0.108
College Completed			-0.080	0.090	-0.003	0.091	-0.089	0.090	-0.025	0.091
Some University			0.021	0.112	0.120	0.114	0.041	0.112	0.111	0.114
University Completed			-0.004	0.096	0.132	0.099	0.017	0.097	0.125	0.099
Observations	4,248		3,479		3,479		3,479		3,479	

TABLE 32
Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.038	0.042	0.074	0.047	0.063	0.047	0.082	0.047	0.072	0.047	0.114	0.052	0.100	0.052	0.026	0.052	0.018	0.052
Men					-0.285	0.051			-0.342	0.051			-0.289	0.051			-0.341	0.051
Youth (<=25)					-0.019	0.073			0.027	0.073			-0.016	0.073			0.026	0.073
Full-Time					-0.193	0.051			-0.093	0.052			-0.190	0.051			-0.091	0.052
Seasonal					0.202	0.057			0.099	0.057			0.196	0.057			0.103	0.057
Remain-8											0.034	0.122	0.052	0.122	0.044	0.122	0.057	0.122
Remain-4											0.057	0.130	0.028	0.130	0.078	0.130	0.050	0.130
Remain-2											-0.090	0.094	-0.081	0.094	0.190	0.096	0.182	0.096
Exhaust-8							-0.712	0.135	-0.699	0.136					-0.752	0.136	-0.739	0.137
Exhaust-4							-0.901	0.202	-0.902	0.203					-0.944	0.203	-0.944	0.203
Exhaust-2							-0.887	0.080	-0.884	0.081					-0.926	0.082	-0.921	0.083
Entitlement			0.002	0.002	0.003	0.002	-0.003	0.002	-0.002	0.002	0.002	0.002	0.003	0.002	-0.003	0.002	-0.003	0.002
Minority			-0.151	0.107	-0.103	0.108	-0.053	0.108	0.001	0.108	-0.145	0.107	-0.096	0.108	-0.057	0.108	-0.004	0.108
Married			0.121	0.050	0.052	0.053	0.103	0.050	0.046	0.053	0.123	0.050	0.055	0.053	0.101	0.050	0.045	0.053
Unemployment Rate			-0.007	0.005	-0.007	0.005	-0.009	0.005	-0.009	0.005	-0.007	0.005	-0.007	0.005	-0.009	0.005	-0.009	0.005

TABLE 32 (continued)

Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			-0.993	0.107	-0.957	0.108	-1.003	0.107	-0.955	0.108	-0.994	0.107	-0.957	0.108	-1.002	0.107	-0.952	0.108
P.E.I.			-0.959	0.125	-0.944	0.126	-1.040	0.125	-1.015	0.125	-0.953	0.125	-0.936	0.126	-1.057	0.125	-1.032	0.126
Nova Scotia			-0.529	0.096	-0.480	0.096	-0.568	0.096	-0.508	0.096	-0.527	0.096	-0.478	0.096	-0.572	0.096	-0.513	0.096
New Brunswick			-0.727	0.103	-0.715	0.103	-0.770	0.103	-0.749	0.103	-0.736	0.103	-0.722	0.104	-0.768	0.103	-0.743	0.104
Quebec			-0.401	0.088	-0.367	0.088	-0.405	0.088	-0.356	0.088	-0.399	0.088	-0.365	0.088	-0.409	0.088	-0.360	0.088
Manitoba			0.065	0.090	0.083	0.090	0.032	0.090	0.059	0.090	0.067	0.090	0.085	0.090	0.027	0.090	0.054	0.090
Saskatchewan			0.009	0.098	0.032	0.098	-0.027	0.098	0.009	0.098	0.005	0.098	0.030	0.098	-0.024	0.098	0.012	0.098
Alberta			0.027	0.096	0.092	0.096	0.035	0.096	0.109	0.096	0.029	0.096	0.094	0.096	0.032	0.096	0.105	0.096
British Columbia			-0.261	0.086	-0.210	0.087	-0.293	0.086	-0.228	0.087	-0.260	0.086	-0.209	0.087	-0.294	0.086	-0.230	0.087
Some Secondary			-0.104	0.133	-0.132	0.133	-0.131	0.133	-0.167	0.134	-0.107	0.133	-0.135	0.134	-0.133	0.133	-0.170	0.134
Secondary Completed			0.006	0.129	-0.047	0.130	-0.042	0.129	-0.110	0.130	-0.001	0.129	-0.054	0.130	-0.035	0.129	-0.104	0.130
Some College			0.063	0.153	-0.009	0.154	-0.050	0.154	-0.139	0.155	0.058	0.153	-0.017	0.154	-0.053	0.154	-0.142	0.155
College Completed			0.114	0.132	0.039	0.134	0.060	0.133	-0.041	0.134	0.108	0.132	0.031	0.134	0.064	0.133	-0.037	0.134
Some University			0.127	0.152	0.063	0.154	0.106	0.152	0.005	0.154	0.121	0.152	0.055	0.154	0.109	0.152	0.011	0.154
University Completed			0.204	0.129	0.098	0.131	0.132	0.129	0.129	0.131	0.195	0.129	0.089	0.131	0.134	0.130	0.016	0.131
Observations	4,068		3,307		3,307		3,307		3,307		3,307		3,307		3,307		3,307	

TABLE 33

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations — Women

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.073	0.058	0.055	0.065	0.067	0.065	0.055	0.065	0.066	0.065	-0.049	0.057	0.013	0.065	0.001	0.065	0.014	0.065	0.002	0.065
Youth (<= 25)					-0.016	0.095			-0.017	0.095					-0.114	0.100			-0.115	0.100
Full-Time					-0.191	0.073			-0.189	0.073					-0.309	0.074			-0.309	0.074
Seasonal					0.296	0.074			0.298	0.074					0.407	0.074			0.407	0.074
Exhaust-8							-0.310	0.236	-0.317	0.236							-0.095	0.216	-0.100	0.216
Exhaust-4							-0.399	0.355	-0.411	0.355							-0.323	0.355	-0.332	0.355
Exhaust-2							-0.200	0.224	-0.185	0.224							-0.244	0.225	-0.239	0.224
Entitlement			-0.002	0.003	-0.002	0.003	-0.003	0.003	-0.003	0.003			-0.001	0.003	-0.002	0.003	-0.002	0.003	-0.003	0.003
Minority			-0.246	0.186	-0.219	0.186	-0.236	0.186	-0.210	0.187			-0.194	0.176	-0.186	0.176	-0.195	0.176	-0.186	0.176
Married			0.017	0.069	0.028	0.071	0.015	0.069	0.026	0.071			0.029	0.068	0.004	0.069	0.028	0.068	0.002	0.069
Unemployment Rate			-0.001	0.007	0.000	0.007	-0.001	0.007	-0.001	0.007			0.006	0.007	0.006	0.007	0.005	0.007	0.006	0.007
Newfoundland			-0.071	0.143	-0.133	0.144	-0.071	0.143	-0.134	0.144			-0.169	0.141	-0.251	0.144	-0.169	0.141	-0.250	0.144
P.E.I.			0.246	0.139	0.191	0.140	0.241	0.139	0.185	0.140			0.168	0.142	0.090	0.144	0.163	0.142	0.086	0.144
Nova Scotia			-0.103	0.147	-0.189	0.148	-0.109	0.147	-0.194	0.148			0.038	0.137	-0.052	0.138	0.035	0.137	-0.054	0.138
New Brunswick			0.004	0.142	-0.055	0.143	0.007	0.142	-0.052	0.143			-0.047	0.141	-0.107	0.143	-0.048	0.141	-0.108	0.143

TABLE 33 (continued)

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations — Women

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Quebec			0.074	0.128	0.071	0.128	0.073	0.128	0.071	0.128			0.104	0.127	0.123	0.127	0.102	0.127	0.121	0.127
Manitoba			0.216	0.132	0.192	0.132	0.216	0.132	0.192	0.132			-0.093	0.136	-0.115	0.136	-0.094	0.136	-0.115	0.136
Saskatchewan			0.318	0.136	0.272	0.137	0.317	0.136	0.270	0.137			0.327	0.135	0.269	0.135	0.324	0.135	0.266	0.135
Alberta			-0.066	0.142	-0.035	0.142	-0.068	0.142	-0.036	0.142			-0.145	0.146	-0.072	0.147	-0.148	0.146	-0.074	0.147
British Columbia			-0.095	0.138	-0.108	0.139	-0.097	0.138	-0.110	0.139			-0.262	0.135	-0.265	0.136	-0.265	0.135	-0.268	0.136
Some Secondary			-0.147	0.179	-0.117	0.180	-0.154	0.180	-0.123	0.180			-0.177	0.177	-0.151	0.178	-0.178	0.177	-0.153	0.178
Secondary Completed			0.038	0.172	0.075	0.173	0.033	0.173	0.072	0.173			-0.045	0.170	0.021	0.172	-0.046	0.170	0.019	0.172
Some College			-0.001	0.193	0.054	0.194	-0.007	0.193	0.049	0.194			-0.179	0.202	-0.086	0.204	-0.182	0.202	-0.089	0.204
College Completed			0.015	0.177	0.107	0.179	0.010	0.178	0.103	0.180			-0.141	0.176	-0.034	0.178	-0.141	0.176	-0.035	0.178
Some University			-0.018	0.211	0.100	0.214	-0.023	0.211	0.096	0.214			-0.074	0.207	0.080	0.210	-0.077	0.207	0.076	0.210
University Completed			-0.018	0.211	0.252	0.183	0.142	0.182	0.245	0.184			0.073	0.181	0.233	0.184	0.070	0.181	0.229	0.184
Observations	1,541		1,257		1,257		1,257		1,257		1,527		1,252		1,252		1,252		1,252	

TABLE 34
Total Impact of Bill C-12 (Q97/04–Q95/04)
Recipiency Durations — Women

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.024	0.058	0.062	0.065	0.069	0.065	0.063	0.065	0.070	0.065
Youth (<= 25)					-0.046	0.099			-0.047	0.099
Full-Time					-0.260	0.074			-0.257	0.074
Seasonal					0.388	0.074			0.388	0.074
Exhaust-8							-0.073	0.210	-0.071	0.210
Exhaust-4							-0.071	0.313	-0.086	0.313
Exhaust-2							-0.347	0.228	-0.329	0.227
Entitlement			0.004	0.003	0.003	0.003	0.002	0.003	0.001	0.003
Minority			-0.445	0.159	-0.407	0.159	-0.439	0.159	-0.401	0.159
Married			-0.092	0.068	-0.096	0.069	-0.092	0.068	-0.096	0.069
Unemployment Rate			-0.005	0.007	-0.006	0.007	-0.006	0.007	-0.006	0.007
Newfoundland			-0.354	0.146	-0.445	0.148	-0.354	0.146	-0.445	0.148
P.E.I.			-0.078	0.144	-0.127	0.145	-0.083	0.144	-0.132	0.145
Nova Scotia			-0.064	0.137	-0.161	0.138	-0.069	0.137	-0.165	0.138
New Brunswick			-0.098	0.149	-0.167	0.150	-0.099	0.149	-0.167	0.150
Quebec			-0.106	0.135	-0.086	0.135	-0.105	0.135	-0.084	0.135
Manitoba			-0.016	0.136	-0.017	0.136	-0.015	0.136	-0.015	0.136
Saskatchewan			0.373	0.139	0.336	0.139	0.372	0.139	0.336	0.139
Alberta			-0.212	0.148	-0.142	0.149	-0.211	0.148	-0.141	0.149
British Columbia			-0.272	0.136	-0.281	0.136	-0.273	0.136	-0.281	0.136
Some Secondary			-0.029	0.204	0.015	0.205	-0.038	0.204	0.009	0.205
Secondary Completed			0.148	0.197	0.198	0.198	0.144	0.197	0.195	0.198
Some College			0.033	0.225	0.113	0.227	0.022	0.225	0.105	0.227
College Completed			0.152	0.203	0.256	0.206	0.148	0.203	0.255	0.206
Some University			0.085	0.225	0.211	0.227	0.082	0.225	0.209	0.227
University Completed			0.177	0.206	0.318	0.208	0.167	0.206	0.311	0.209
Observations	1,512		1,243		1,243		1,243		1,243	

TABLE 35

Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations — Women

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.019	0.047	0.060	0.053	0.054	0.053	0.061	0.053	0.055	0.053	-0.039	0.061	-0.015	0.061	-0.037	0.061	-0.013	0.061
Youth (<=25)					-0.265	0.091			-0.266	0.091			-0.247	0.091			-0.248	0.091
Full-Time					-0.393	0.054			-0.396	0.054			-0.375	0.054			-0.378	0.054
Seasonal					0.261	0.068			0.260	0.068			0.256	0.068			0.256	0.068
Remain-8											-0.070	0.143	-0.087	0.144	-0.069	0.143	-0.086	0.144
Remain-4											0.313	0.140	0.238	0.141	0.316	0.140	0.241	0.141
Remain-2											0.316	0.114	0.220	0.115	0.316	0.114	0.219	0.115
Exhaust-8							-0.087	0.199	-0.083	0.199					-0.088	0.199	-0.084	0.199
Exhaust-4							0.249	0.259	0.252	0.259					0.249	0.259	0.253	0.259
Exhaust-2							0.374	0.189	0.404	0.189					0.373	0.189	0.401	0.189
Entitlement			-0.005	0.003	-0.005	0.003	-0.004	0.003	-0.003	0.003	-0.005	0.003	-0.004	0.003	-0.004	0.003	-0.003	0.003
Minority			-0.400	0.140	-0.355	0.141	-0.403	0.140	-0.359	0.141	-0.375	0.140	-0.335	0.141	-0.377	0.141	-0.339	0.141
Married			0.044	0.060	-0.036	0.061	0.045	0.060	-0.035	0.061	0.028	0.060	-0.046	0.061	0.029	0.060	-0.045	0.061
Unemployment Rate			0.005	0.006	0.004	0.006	0.005	0.006	0.004	0.006	0.006	0.006	0.005	0.006	0.006	0.006	0.005	0.006

TABLE 35 (continued)

Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations — Women

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			-0.010	0.111	-0.039	0.111	-0.011	0.111	-0.040	0.111	0.002	0.111	-0.030	0.112	0.001	0.111	-0.031	0.112
P.E.I.			0.008	0.118	0.042	0.119	0.009	0.118	0.043	0.119	0.001	0.119	0.034	0.120	0.001	0.119	0.035	0.120
Nova Scotia			-0.022	0.107	-0.010	0.107	-0.020	0.107	-0.008	0.107	-0.016	0.107	-0.005	0.107	-0.014	0.107	-0.004	0.107
New Brunswick			-0.002	0.110	-0.012	0.110	-0.004	0.110	-0.014	0.110	0.000	0.111	-0.014	0.111	-0.003	0.111	-0.016	0.111
Quebec			-0.128	0.104	-0.147	0.104	-0.127	0.104	-0.145	0.104	-0.120	0.104	-0.140	0.104	-0.119	0.104	-0.138	0.104
Manitoba			0.052	0.105	0.042	0.105	0.054	0.105	0.043	0.105	0.058	0.105	0.050	0.105	0.059	0.105	0.051	0.105
Saskatchewan			0.053	0.114	0.047	0.115	0.053	0.114	0.047	0.115	0.052	0.114	0.046	0.115	0.051	0.114	0.046	0.115
Alberta			-0.133	0.117	-0.108	0.118	-0.127	0.117	-0.102	0.118	-0.122	0.118	-0.103	0.118	-0.117	0.118	-0.097	0.118
British Columbia			0.038	0.100	0.007	0.101	0.035	0.100	0.003	0.101	0.036	0.100	0.006	0.101	0.033	0.100	0.002	0.101
Some Secondary			0.098	0.229	0.042	0.229	0.103	0.229	0.048	0.229	0.082	0.229	0.034	0.229	0.087	0.229	0.040	0.229
Secondary Completed			0.250	0.221	0.242	0.221	0.252	0.222	0.244	0.221	0.243	0.222	0.238	0.222	0.244	0.222	0.239	0.222
Some College			0.288	0.240	0.278	0.240	0.293	0.240	0.283	0.240	0.279	0.240	0.273	0.240	0.284	0.240	0.278	0.240
College Completed			0.344	0.223	0.336	0.223	0.344	0.223	0.337	0.223	0.331	0.223	0.330	0.223	0.332	0.223	0.331	0.223
Some University			0.348	0.236	0.357	0.237	0.348	0.236	0.357	0.237	0.335	0.237	0.349	0.237	0.336	0.237	0.350	0.237
University Completed			0.389	0.221	0.374	0.222	0.389	0.221	0.373	0.222	0.368	0.221	0.361	0.222	0.368	0.221	0.361	0.222
Observations	2,269		1,837		1,837		1837		1,837		1,837		1,837		1,837		1,837	

TABLE 36

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations — Men

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.134	0.042	0.117	0.048	0.133	0.048	0.118	0.048	0.135	0.048	-0.007	0.041	-0.024	0.046	-0.051	0.047	-0.025	0.046	-0.052	0.047
Men																				
Youth (<= 25)					0.187	0.072			0.183	0.072					0.005	0.069			0.001	0.069
Full-Time					-0.231	0.098			-0.233	0.098					-0.175	0.098			-0.177	0.098
Seasonal					0.389	0.050			0.390	0.049					0.410	0.050			0.416	0.050
Exhaust-8							0.041	0.153	0.041	0.154							0.020	0.155	0.005	0.155
Exhaust-4							-0.078	0.241	-0.080	0.241							0.309	0.212	0.285	0.213
Exhaust-2							-0.346	0.175	-0.346	0.175							-0.301	0.179	-0.374	0.181
Entitlement			0.002	0.002	0.001	0.002	0.001	0.002	0.000	0.002			0.005	0.002	0.004	0.002	0.004	0.002	0.003	0.002
Minority			-0.512	0.186	-0.507	0.186	-0.511	0.186	-0.506	0.186			-0.115	0.172	-0.101	0.173	-0.121	0.172	-0.109	0.173
Married			0.095	0.050	0.159	0.053	0.096	0.050	0.159	0.053			0.067	0.049	0.076	0.051	0.068	0.049	0.077	0.051
Unemployment Rate			0.000	0.005	0.003	0.005	0.000	0.005	0.003	0.005			-0.001	0.005	0.002	0.005	-0.001	0.005	0.001	0.005
Newfoundland			-0.298	0.106	-0.336	0.106	-0.302	0.106	-0.339	0.106			-0.045	0.110	-0.093	0.110	-0.045	0.110	-0.094	0.110
P.E.I.			-0.027	0.112	-0.101	0.113	-0.031	0.113	-0.104	0.113			0.062	0.120	-0.043	0.121	0.065	0.120	-0.041	0.121
Nova Scotia			0.006	0.105	-0.057	0.106	-0.001	0.105	-0.063	0.106			0.159	0.107	0.064	0.108	0.157	0.107	0.062	0.108
New Brunswick			-0.197	0.108	-0.249	0.108	-0.203	0.108	-0.253	0.108			0.136	0.105	0.076	0.106	0.134	0.105	0.073	0.106

TABLE 36 (continued)

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations — Men

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Quebec			0.025	0.095	0.021	0.095	0.019	0.095	0.015	0.095			0.223	0.096	0.211	0.096	0.222	0.096	0.210	0.096
Manitoba			0.140	0.105	0.065	0.106	0.135	0.105	0.063	0.106			0.245	0.105	0.202	0.105	0.242	0.105	0.199	0.105
Saskatchewan			0.211	0.105	0.148	0.106	0.205	0.105	0.143	0.106			0.326	0.104	0.261	0.104	0.327	0.104	0.261	0.104
Alberta			-0.015	0.106	-0.046	0.106	-0.024	0.106	-0.055	0.106			0.109	0.107	0.077	0.108	0.106	0.107	0.074	0.108
British Columbia			-0.109	0.103	-0.134	0.103	-0.110	0.103	-0.134	0.103			0.000	0.104	-0.011	0.104	0.003	0.104	-0.005	0.104
Some Secondary			0.006	0.092	0.006	0.092	0.006	0.092	0.007	0.092			-0.056	0.090	-0.085	0.090	-0.054	0.090	-0.084	0.090
Secondary Completed			0.184	0.092	0.194	0.092	0.185	0.092	0.195	0.092			0.050	0.089	0.038	0.090	0.053	0.089	0.041	0.090
Some College			0.081	0.129	0.110	0.130	0.083	0.129	0.112	0.130			0.057	0.127	0.087	0.128	0.059	0.127	0.091	0.129
College Completed			0.132	0.105	0.183	0.105	0.133	0.105	0.185	0.105			0.048	0.101	0.076	0.101	0.047	0.101	0.076	0.101
Some University			0.188	0.137	0.234	0.138	0.188	0.137	0.233	0.138			-0.073	0.129	0.010	0.131	-0.077	0.129	0.007	0.131
University Completed			0.057	0.119	0.153	0.120	0.058	0.119	0.154	0.120			-0.122	0.116	-0.049	0.116	-0.121	0.116	-0.048	0.116
Observations	2,678		2,194		2,194		2194		2,194		2,668		2,172		2,172		2,172		2,172	

TABLE 37
Total Impact of Bill C-12 (Q97/04–Q95/04)
Recipiency Durations — Men

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.127	0.042	0.105	0.047	0.093	0.047	0.106	0.047	0.093	0.047
Men										
Youth (<= 25)					-0.036	0.068			-0.034	0.068
Full-Time					-0.169	0.102			-0.168	0.102
Seasonal					0.406	0.050			0.406	0.050
Exhaust-8							0.208	0.147	0.195	0.147
Exhaust-4							0.185	0.227	0.163	0.227
Exhaust-2							0.071	0.171	0.040	0.171
Entitlement			0.005	0.002	0.004	0.002	0.006	0.002	0.005	0.002
Minority			-0.198	0.141	-0.153	0.141	-0.197	0.141	-0.151	0.141
Married			0.130	0.049	0.122	0.051	0.130	0.049	0.121	0.051
Unemployment Rate			-0.002	0.005	-0.001	0.005	-0.002	0.005	-0.001	0.005
Newfoundland			-0.146	0.108	-0.167	0.108	-0.143	0.108	-0.165	0.108
P.E.I.			0.086	0.115	0.005	0.115	0.089	0.115	0.007	0.115
Nova Scotia			0.082	0.110	0.054	0.110	0.081	0.110	0.053	0.110
New Brunswick			-0.061	0.108	-0.071	0.107	-0.059	0.108	-0.070	0.107
Quebec			0.090	0.097	0.128	0.097	0.092	0.097	0.128	0.097
Manitoba			0.261	0.104	0.243	0.104	0.264	0.104	0.245	0.105
Saskatchewan			0.318	0.102	0.282	0.102	0.320	0.102	0.284	0.102
Alberta			0.060	0.104	0.062	0.104	0.064	0.104	0.065	0.104
British Columbia			-0.033	0.102	-0.045	0.102	-0.034	0.102	-0.047	0.102
Some Secondary			0.093	0.092	0.089	0.092	0.092	0.092	0.089	0.092
Secondary Completed			0.200	0.093	0.220	0.093	0.200	0.093	0.219	0.093
Some College			0.152	0.124	0.203	0.125	0.151	0.124	0.202	0.125
College Completed			0.235	0.104	0.286	0.105	0.235	0.104	0.285	0.105
Some University			0.158	0.135	0.238	0.136	0.156	0.135	0.235	0.136
University Completed			0.139	0.124	0.223	0.125	0.139	0.124	0.222	0.125
Observations	2,736		2,236		2,236		2,236		2,236	

TABLE 38

Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations — Men

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.052	0.054	0.048	0.061	0.048	0.061	0.048	0.061	0.048	0.061	0.068	0.072	0.082	0.072	0.069	0.072	0.082	0.072
Men																		
Youth (<=25)					0.125	0.085			0.126	0.085			0.123	0.085			0.123	0.085
Full-Time					-0.509	0.079			-0.510	0.079			-0.514	0.079			-0.514	0.079
Seasonal					0.244	0.072			0.244	0.072			0.244	0.073			0.244	0.073
Remain-8											-0.087	0.141	-0.078	0.141	-0.087	0.141	-0.078	0.141
Remain-4											0.038	0.162	0.039	0.162	0.037	0.162	0.039	0.162
Remain-2											-0.078	0.126	-0.107	0.127	-0.078	0.126	-0.108	0.127
Exhaust-8							0.089	0.163	0.095	0.163					0.089	0.163	0.095	0.163
Exhaust-4							-0.084	0.255	-0.082	0.255					-0.084	0.255	-0.083	0.255
Exhaust-2							0.043	0.178	0.047	0.178					0.043	0.178	0.048	0.178
Entitlement			0.002	0.003	0.002	0.003	0.002	0.003	0.002	0.003	0.002	0.003	0.002	0.003	0.002	0.003	0.002	0.003
Minority			-0.136	0.145	-0.153	0.146	-0.137	0.145	-0.154	0.146	-0.137	0.145	-0.155	0.146	-0.138	0.145	-0.155	0.146
Married			0.179	0.061	0.225	0.066	0.179	0.061	0.225	0.066	0.179	0.061	0.225	0.066	0.179	0.061	0.225	0.066
Unemployment Rate			-0.004	0.006	-0.004	0.006	-0.004	0.006	-0.003	0.006	-0.004	0.006	-0.004	0.006	-0.004	0.006	-0.004	0.006

TABLE 38 (continued)

Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations — Men

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			-0.262	0.139	-0.279	0.140	-0.262	0.139	-0.279	0.140	-0.265	0.139	-0.283	0.140	-0.264	0.139	-0.283	0.140
P.E.I.			0.092	0.152	0.016	0.154	0.092	0.152	0.016	0.154	0.095	0.152	0.021	0.155	0.095	0.152	0.021	0.155
Nova Scotia			0.077	0.136	0.015	0.137	0.077	0.136	0.015	0.137	0.077	0.136	0.014	0.137	0.077	0.136	0.014	0.137
New Brunswick			-0.217	0.146	-0.247	0.146	-0.216	0.146	-0.246	0.146	-0.221	0.146	-0.253	0.146	-0.220	0.146	-0.252	0.146
Quebec			0.057	0.129	0.000	0.129	0.058	0.129	0.001	0.129	0.056	0.129	-0.003	0.129	0.056	0.129	-0.002	0.130
Manitoba			0.042	0.146	-0.024	0.146	0.042	0.146	-0.023	0.146	0.041	0.146	-0.024	0.146	0.042	0.146	-0.023	0.146
Saskatchewan			0.196	0.153	0.102	0.154	0.198	0.153	0.103	0.154	0.193	0.153	0.097	0.154	0.194	0.154	0.098	0.154
Alberta			0.149	0.144	0.144	0.144	0.149	0.144	0.144	0.144	0.145	0.144	0.138	0.145	0.145	0.144	0.138	0.145
British Columbia			0.047	0.128	0.050	0.128	0.047	0.128	0.050	0.129	0.048	0.128	0.049	0.129	0.047	0.128	0.049	0.129
Some Secondary			-0.075	0.134	-0.058	0.135	-0.074	0.134	-0.057	0.135	-0.074	0.134	-0.057	0.135	-0.073	0.134	-0.056	0.135
Secondary Completed			0.109	0.132	0.138	0.134	0.109	0.132	0.138	0.134	0.108	0.133	0.136	0.134	0.109	0.133	0.137	0.134
Some College			0.201	0.170	0.198	0.172	0.202	0.170	0.198	0.172	0.199	0.171	0.194	0.172	0.200	0.171	0.194	0.172
College Completed			0.074	0.145	0.091	0.145	0.075	0.145	0.091	0.145	0.072	0.145	0.087	0.146	0.073	0.145	0.088	0.146
Some University			-0.008	0.184	-0.016	0.186	-0.007	0.184	-0.015	0.186	-0.006	0.184	-0.013	0.186	-0.005	0.184	-0.012	0.186
University Completed			0.331	0.140	0.319	0.140	0.332	0.140	0.320	0.141	0.331	0.140	0.319	0.140	0.333	0.140	0.321	0.141
Observations	1,799		1,470		1,470		1,470		1,470		1,470		1,470		1,470		1,470	

TABLE 39

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations — Seasonal Workers

	Phase I										**Phase II**									
	Par	**SE**	**Par**	**SE**	**Par**	**SE**	**Par**	**SE**	**Par**	**SE**	**Par**	**SE**	**Par**	**SE**	**Par**	**SE**	**Par**	**SE**	**Par**	**SE**
C-12	0.131	0.050	0.121	0.056	0.126	0.056	0.118	0.056	0.123	0.056	-0.005	0.048	-0.002	0.054	0.003	0.054	-0.002	0.054	0.003	0.054
Men					0.215	0.066			0.214	0.066					0.221	0.062			0.226	0.062
Youth (<= 25)					-0.131	0.086			-0.128	0.086					-0.240	0.083			-0.251	0.083
Full-Time					-0.204	0.104			-0.207	0.104					-0.335	0.099			-0.340	0.099
Exhaust-8							-0.103	0.231	-0.658	0.463							0.135	0.195	0.115	0.195
Exhaust-4							-0.667	0.463	0.281	0.234							-2.345	1.007	-2.391	1.008
Exhaust-2							0.279	0.233	0.062	0.350							-0.454	0.253	-0.531	0.257
Entitlement			0.000	0.003	0.000	0.003	0.000	0.003	0.000	0.003			0.001	0.002	0.001	0.002	0.000	0.003	0.000	0.003
Minority			-0.390	0.227	-0.364	0.227	-0.389	0.227	-0.363	0.227			-0.060	0.208	-0.013	0.209	-0.074	0.208	-0.028	0.209
Married			0.143	0.059	0.129	0.062	0.145	0.059	0.132	0.062			0.106	0.056	0.077	0.058	0.104	0.056	0.073	0.058
Unemployment Rate			0.005	0.006	0.005	0.006	0.005	0.006	0.005	0.006			0.006	0.006	0.006	0.006	0.006	0.006	0.006	0.006
Newfoundland			-0.368	0.126	-0.334	0.127	-0.369	0.126	-0.336	0.127			-0.329	0.127	-0.276	0.128	-0.329	0.127	-0.276	0.128
P.E.I.			-0.275	0.130	-0.232	0.130	-0.277	0.130	-0.233	0.130			-0.255	0.131	-0.195	0.131	-0.263	0.131	-0.202	0.131
Nova Scotia			-0.263	0.126	-0.247	0.126	-0.263	0.126	-0.246	0.126			-0.178	0.124	-0.163	0.124	-0.180	0.124	-0.163	0.124
New Brunswick			-0.378	0.130	-0.351	0.131	-0.383	0.130	-0.355	0.131			-0.125	0.124	-0.099	0.125	-0.126	0.124	-0.099	0.125

TABLE 39 (continued)

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations — Seasonal Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Quebec			-0.025	0.123	-0.010	0.124	-0.024	0.123	-0.009	0.124			0.071	0.123	0.087	0.124	0.065	0.123	0.081	0.124
Manitoba			0.100	0.127	0.109	0.128	0.098	0.127	0.107	0.128			0.142	0.128	0.161	0.128	0.141	0.128	0.161	0.128
Saskatchewan			0.111	0.124	0.133	0.124	0.112	0.124	0.134	0.124			0.127	0.123	0.149	0.123	0.120	0.123	0.143	0.123
Alberta			-0.035	0.137	-0.026	0.138	-0.035	0.137	-0.025	0.138			-0.015	0.137	-0.002	0.138	-0.017	0.137	-0.004	0.138
British Columbia			-0.153	0.131	-0.159	0.131	-0.156	0.131	-0.162	0.131			-0.156	0.131	-0.147	0.131	-0.144	0.131	-0.133	0.132
Some Secondary			0.054	0.109	0.078	0.109	0.054	0.109	0.078	0.109			-0.053	0.105	-0.052	0.105	-0.055	0.105	-0.054	0.105
Secondary Completed			0.238	0.107	0.292	0.108	0.239	0.107	0.292	0.108			0.106	0.104	0.155	0.105	0.103	0.104	0.155	0.105
Some College			0.163	0.151	0.251	0.153	0.162	0.151	0.249	0.153			0.006	0.157	0.104	0.159	0.010	0.157	0.113	0.159
College Completed			0.242	0.127	0.297	0.128	0.242	0.127	0.296	0.128			0.120	0.119	0.177	0.120	0.115	0.119	0.174	0.120
Some University			0.382	0.166	0.441	0.167	0.383	0.166	0.442	0.167			0.387	0.162	0.452	0.163	0.385	0.162	0.453	0.163
University Completed			0.310	0.145	0.374	0.146	0.314	0.145	0.378	0.146			0.221	0.141	0.269	0.142	0.213	0.141	0.261	0.142
Observations	1,958		1,593		1,593		1,593		1593		2,026		1,635		1,635		1,635		1,635	

TABLE 40
Total Impact of Bill C-12 (Q97/04–Q95/04)
Recipiency Durations — Seasonal Workers

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.126	0.048	0.108	0.053	0.117	0.053	0.107	0.053	0.115	0.053
Men					0.167	0.064			0.166	0.064
Youth (<= 25)					-0.181	0.080			-0.180	0.080
Full-Time					-0.305	0.098			-0.306	0.098
Exhaust-8							0.229	0.191	0.226	0.191
Exhaust-4							-0.548	0.424	-0.558	0.424
Exhaust-2							0.188	0.224	0.175	0.224
Entitlement			0.002	0.002	0.002	0.002	0.003	0.002	0.003	0.002
Minority			-0.167	0.179	-0.123	0.180	-0.166	0.179	-0.122	0.180
Married			0.105	0.056	0.075	0.058	0.105	0.056	0.075	0.058
Unemployment Rate			-0.003	0.006	-0.002	0.006	-0.003	0.006	-0.002	0.006
Newfoundland			-0.432	0.120	-0.386	0.121	-0.432	0.120	-0.387	0.121
P.E.I.			-0.255	0.122	-0.202	0.123	-0.255	0.122	-0.202	0.123
Nova Scotia			-0.139	0.120	-0.123	0.121	-0.141	0.120	-0.126	0.121
New Brunswick			-0.251	0.123	-0.219	0.123	-0.253	0.123	-0.221	0.124
Quebec			0.125	0.119	0.146	0.119	0.125	0.119	0.146	0.119
Manitoba			0.192	0.119	0.221	0.120	0.192	0.119	0.221	0.120
Saskatchewan			0.240	0.115	0.258	0.115	0.239	0.115	0.257	0.115
Alberta			-0.013	0.131	-0.004	0.131	-0.011	0.131	-0.002	0.131
British Columbia			-0.229	0.123	-0.210	0.124	-0.234	0.124	-0.215	0.124
Some Secondary			-0.006	0.105	0.021	0.105	-0.008	0.105	0.019	0.105
Secondary Completed			0.126	0.105	0.182	0.106	0.123	0.105	0.179	0.106
Some College			0.035	0.148	0.112	0.149	0.031	0.148	0.107	0.149
College Completed			0.252	0.120	0.304	0.121	0.249	0.120	0.301	0.121
Some University			0.253	0.153	0.341	0.155	0.251	0.153	0.338	0.155
University Completed			0.194	0.147	0.244	0.148	0.193	0.147	0.243	0.148
Observations	2,146		1,748		1,748		1,748		1,748	

TABLE 41

Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations — Seasonal Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.238	0.077	0.173	0.089	0.161	0.089	0.171	0.089	0.160	0.089	0.195	0.109	0.209	0.108	0.191	0.109	0.206	0.108
Men					-0.048	0.093			-0.046	0.093			-0.051	0.093			-0.048	0.093
Youth (<=25)					-0.137	0.140			-0.138	0.140			-0.142	0.140			-0.142	0.140
Full-Time					-0.244	0.104			-0.237	0.104			-0.250	0.105			-0.244	0.105
Remain-8											-0.021	0.202	-0.030	0.202	-0.023	0.202	-0.032	0.202
Remain-4											0.109	0.224	0.050	0.225	0.104	0.224	0.048	0.225
Remain-2											-0.031	0.170	-0.103	0.171	-0.028	0.169	-0.100	0.171
Exhaust-8							-0.303	0.300	-0.290	0.300					-0.302	0.300	-0.288	0.300
Exhaust-4							-0.286	0.444	-0.259	0.445					-0.284	0.444	-0.256	0.445
Exhaust-2							-0.414	0.337	-0.366	0.339					-0.409	0.337	-0.358	0.339
Entitlement			0.003	0.004	0.003	0.004	0.001	0.004	0.002	0.004	0.003	0.004	0.003	0.004	0.001	0.004	0.002	0.004
Minority			-0.066	0.236	-0.065	0.237	-0.067	0.236	-0.066	0.237	-0.064	0.236	-0.067	0.237	-0.065	0.236	-0.069	0.237
Married			0.181	0.093	0.119	0.098	0.185	0.093	0.123	0.099	0.183	0.094	0.124	0.099	0.187	0.094	0.128	0.099
Unemployment Rate			0.004	0.009	0.003	0.009	0.004	0.009	0.003	0.009	0.004	0.009	0.003	0.009	0.004	0.009	0.003	0.009

TABLE 41 (continued)

Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations — Seasonal Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			-0.749	0.192	-0.690	0.194	-0.747	0.192	-0.691	0.194	-0.757	0.192	-0.703	0.194	-0.754	0.192	-0.702	0.194
P.E.I.			-0.777	0.186	-0.685	0.190	-0.778	0.186	-0.689	0.190	-0.777	0.186	-0.679	0.190	-0.778	0.186	-0.683	0.190
Nova Scotia			-0.420	0.186	-0.401	0.187	-0.424	0.186	-0.407	0.187	-0.421	0.186	-0.408	0.187	-0.425	0.186	-0.414	0.187
New Brunswick			-0.828	0.195	-0.770	0.196	-0.823	0.195	-0.769	0.196	-0.835	0.195	-0.781	0.197	-0.831	0.195	-0.780	0.196
Quebec			-0.735	0.183	-0.666	0.186	-0.743	0.183	-0.676	0.186	-0.742	0.184	-0.678	0.187	-0.750	0.184	-0.688	0.187
Manitoba			-0.389	0.197	-0.368	0.197	-0.386	0.197	-0.367	0.197	-0.390	0.197	-0.370	0.197	-0.388	0.197	-0.370	0.197
Saskatchewan			-0.208	0.199	-0.163	0.200	-0.214	0.199	-0.170	0.200	-0.210	0.200	-0.171	0.201	-0.215	0.200	-0.177	0.201
Alberta			-0.465	0.218	-0.370	0.221	-0.472	0.218	-0.379	0.222	-0.469	0.219	-0.377	0.222	-0.475	0.219	-0.386	0.222
British Columbia			-0.592	0.174	-0.525	0.176	-0.589	0.174	-0.525	0.176	-0.594	0.175	-0.534	0.177	-0.591	0.175	-0.533	0.177
Some Secondary			0.393	0.216	0.361	0.218	0.377	0.217	0.348	0.218	0.394	0.217	0.361	0.218	0.378	0.217	0.349	0.218
Secondary Completed			0.369	0.212	0.359	0.215	0.357	0.212	0.351	0.216	0.369	0.212	0.358	0.215	0.358	0.212	0.351	0.216
Some College			0.546	0.266	0.540	0.269	0.530	0.267	0.527	0.270	0.542	0.266	0.532	0.270	0.527	0.267	0.520	0.270
College Completed			0.375	0.232	0.346	0.235	0.378	0.232	0.351	0.235	0.377	0.232	0.348	0.235	0.380	0.233	0.354	0.236
Some University			0.463	0.293	0.390	0.297	0.449	0.293	0.381	0.297	0.467	0.293	0.397	0.297	0.453	0.294	0.388	0.297
University Completed			0.664	0.232	0.619	0.234	0.650	0.232	0.609	0.234	0.663	0.232	0.619	0.234	0.649	0.233	0.609	0.235
Observations	842		678		678		678		678		678		678		678		678	

TABLE 42

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations — Non-seasonal Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.101	0.047	0.087	0.053	0.091	0.053	0.087	0.053	0.091	0.053	-0.083	0.048	-0.054	0.053	-0.054	0.053	-0.055	0.053	-0.054	0.053
Men					0.183	0.058			0.183	0.058					0.196	0.057			0.195	0.057
Youth (<= 25)					0.270	0.076			0.271	0.076					0.119	0.077			0.118	0.077
Full-Time					-0.177	0.071			-0.174	0.071					-0.216	0.072			-0.216	0.072
Seasonal																				
Exhaust-8							-0.053	0.155	-0.051	0.155							-0.126	0.165	-0.121	0.165
Exhaust-4							-0.075	0.223	-0.073	0.223							0.460	0.192	0.468	0.192
Exhaust-2							-0.497	0.169	-0.495	0.169							-0.236	0.169	-0.222	0.170
Entitlement			-0.001	0.003	-0.001	0.003	-0.004	0.003	-0.004	0.003			0.001	0.003	0.002	0.003	0.000	0.003	0.001	0.003
Minority			-0.371	0.161	-0.354	0.161	-0.357	0.161	-0.341	0.161			-0.142	0.152	-0.133	0.152	-0.142	0.152	-0.133	0.152
Married			0.015	0.056	0.080	0.058	0.017	0.056	0.082	0.058			-0.002	0.055	0.031	0.057	-0.001	0.055	0.032	0.057
Unemployment Rate			0.001	0.006	0.002	0.006	0.000	0.006	0.002	0.006			0.004	0.006	0.004	0.006	0.004	0.006	0.004	0.006
Newfoundland			-0.223	0.118	-0.251	0.118	-0.227	0.118	-0.255	0.118			-0.103	0.124	-0.116	0.124	-0.102	0.124	-0.114	0.124
P.E.I.			0.263	0.121	0.261	0.121	0.254	0.121	0.252	0.121			0.256	0.135	0.268	0.135	0.257	0.135	0.270	0.135
Nova Scotia			0.037	0.119	0.026	0.119	0.027	0.119	0.017	0.119			0.194	0.118	0.192	0.118	0.191	0.118	0.190	0.118
New Brunswick			-0.020	0.116	-0.041	0.117	-0.029	0.116	-0.050	0.117			0.055	0.118	0.047	0.118	0.053	0.118	0.045	0.118

TABLE 42 (continued)

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations — Non-seasonal Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Quebec			0.085	0.097	0.075	0.097	0.082	0.097	0.071	0.097			0.205	0.097	0.190	0.097	0.204	0.097	0.190	0.097
Manitoba			0.147	0.109	0.141	0.109	0.142	0.109	0.136	0.109			0.028	0.110	0.028	0.110	0.029	0.110	0.028	0.110
Saskatchewan			0.247	0.115	0.232	0.115	0.243	0.115	0.228	0.115			0.340	0.114	0.320	0.114	0.340	0.114	0.321	0.114
Alberta			-0.027	0.108	-0.041	0.108	-0.035	0.108	-0.049	0.108			-0.006	0.110	-0.006	0.111	-0.008	0.110	-0.008	0.111
British Columbia			-0.096	0.106	-0.121	0.106	-0.102	0.106	-0.127	0.106			-0.091	0.105	-0.097	0.105	-0.091	0.105	-0.097	0.105
Some Secondary			-0.115	0.125	-0.114	0.125	-0.122	0.125	-0.120	0.125			-0.198	0.124	-0.190	0.124	-0.198	0.124	-0.190	0.124
Secondary Completed			0.052	0.121	0.035	0.122	0.044	0.121	0.027	0.122			-0.109	0.119	-0.101	0.120	-0.106	0.119	-0.099	0.120
Some College			-0.011	0.144	-0.024	0.146	-0.017	0.144	-0.030	0.146			-0.119	0.145	-0.109	0.148	-0.119	0.145	-0.109	0.148
College Completed			0.029	0.127	0.047	0.128	0.025	0.127	0.044	0.128			-0.161	0.124	-0.127	0.126	-0.159	0.124	-0.126	0.126
Some University			-0.005	0.157	0.002	0.158	-0.012	0.157	-0.005	0.158			-0.250	0.147	-0.247	0.148	-0.251	0.147	-0.248	0.148
University Completed			0.085	0.132	0.129	0.133	0.079	0.132	0.124	0.133			-0.101	0.129	-0.054	0.130	-0.098	0.129	-0.051	0.130
Observations	2,261		1,858		1,858		1,858		1858		2,169		1,789		1,789		1,789		1,789	

TABLE 43
Total Impact of Bill C-12 (Q97/04–Q95/04)
Recipiency Durations — Non-Seasonal Workers

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.024	0.049	0.041	0.055	0.045	0.055	0.040	0.055	0.044	0.055
Men					0.171	0.060			0.169	0.060
Youth (<= 25)					0.069	0.077			0.070	0.077
Full-Time					-0.186	0.074			-0.184	0.074
Seasonal										
Exhaust-8							0.056	0.155	0.057	0.155
Exhaust-4							0.308	0.208	0.309	0.208
Exhaust-2							-0.192	0.173	-0.183	0.173
Entitlement			0.005	0.003	0.005	0.003	0.004	0.003	0.004	0.003
Minority			-0.346	0.131	-0.321	0.131	-0.342	0.131	-0.317	0.131
Married			-0.019	0.056	0.011	0.058	-0.017	0.056	0.013	0.058
Unemployment Rate			0.000	0.006	0.000	0.006	0.000	0.006	0.000	0.006
Newfoundland			-0.155	0.127	-0.160	0.127	-0.156	0.127	-0.161	0.127
P.E.I.			0.133	0.136	0.163	0.137	0.132	0.136	0.162	0.137
Nova Scotia			0.054	0.125	0.052	0.125	0.054	0.125	0.052	0.125
New Brunswick			0.004	0.124	-0.010	0.124	0.003	0.124	-0.011	0.124
Quebec			-0.013	0.105	-0.023	0.105	-0.013	0.105	-0.023	0.105
Manitoba			0.047	0.115	0.057	0.116	0.046	0.116	0.057	0.116
Saskatchewan			0.304	0.119	0.295	0.119	0.302	0.119	0.294	0.119
Alberta			-0.037	0.112	-0.035	0.112	-0.037	0.112	-0.036	0.112
British Columbia			-0.073	0.109	-0.075	0.109	-0.074	0.109	-0.075	0.109
Some Secondary			0.105	0.140	0.106	0.141	0.102	0.140	0.103	0.141
Secondary Completed			0.243	0.137	0.246	0.138	0.242	0.137	0.245	0.138
Some College			0.213	0.160	0.222	0.162	0.211	0.160	0.220	0.162
College Completed			0.223	0.143	0.242	0.145	0.222	0.143	0.242	0.145
Some University			0.139	0.166	0.155	0.168	0.137	0.166	0.153	0.168
University Completed			0.268	0.147	0.311	0.149	0.266	0.147	0.308	0.149
Observations	2,102		1,731		1,731		1,731		1,731	

TABLE 44

Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations — Non-Seasonal Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	-0.004	0.040	0.023	0.045	0.022	0.045	0.025	0.045	0.024	0.045	-0.059	0.052	-0.036	0.052	-0.057	0.052	-0.034	0.052
Men					0.089	0.049			0.089	0.049			0.098	0.049			0.098	0.049
Youth (<=25)					-0.106	0.068			-0.105	0.068			-0.096	0.068			-0.095	0.068
Full-Time					-0.465	0.049			-0.466	0.049			-0.450	0.050			-0.452	0.050
Seasonal																		
Remain-8											-0.050	0.116	-0.075	0.116	-0.049	0.116	-0.073	0.116
Remain-4											0.316	0.120	0.258	0.120	0.316	0.120	0.259	0.120
Remain-2											0.275	0.098	0.193	0.098	0.275	0.098	0.193	0.098
Exhaust-8							0.069	0.139	0.071	0.139					0.068	0.139	0.070	0.139
Exhaust-4							0.138	0.199	0.141	0.199					0.138	0.199	0.140	0.199
Exhaust-2							0.296	0.141	0.315	0.140					0.293	0.141	0.312	0.140
Entitlement			-0.004	0.002	-0.003	0.002	-0.002	0.002	-0.001	0.002	-0.004	0.002	-0.003	0.002	-0.002	0.002	-0.001	0.002
Minority			-0.331	0.111	-0.303	0.112	-0.335	0.111	-0.308	0.112	-0.323	0.111	-0.298	0.112	-0.328	0.111	-0.302	0.112
Married			0.094	0.048	0.051	0.050	0.095	0.048	0.053	0.050	0.084	0.048	0.047	0.050	0.085	0.048	0.049	0.050
Unemployment Rate			0.000	0.005	0.000	0.005	0.000	0.005	0.000	0.005	0.000	0.005	0.000	0.005	0.000	0.005	0.000	0.005

TABLE 44 (continued)

Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations — Non-Seasonal Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			-0.074	0.096	-0.086	0.096	-0.074	0.096	-0.087	0.096	-0.067	0.096	-0.085	0.096	-0.067	0.096	-0.086	0.096
P.E.I.			0.175	0.110	0.202	0.110	0.175	0.110	0.201	0.110	0.176	0.110	0.202	0.110	0.176	0.110	0.201	0.110
Nova Scotia			0.056	0.093	0.053	0.093	0.056	0.093	0.053	0.093	0.057	0.093	0.052	0.093	0.057	0.093	0.052	0.093
New Brunswick			0.020	0.098	0.015	0.098	0.022	0.098	0.017	0.098	0.019	0.098	0.009	0.098	0.020	0.098	0.010	0.098
Quebec			0.046	0.088	0.000	0.088	0.048	0.088	0.001	0.088	0.048	0.088	0.000	0.088	0.049	0.088	0.001	0.088
Manitoba			0.121	0.095	0.097	0.095	0.123	0.095	0.099	0.095	0.120	0.095	0.097	0.095	0.122	0.095	0.099	0.095
Saskatchewan			0.127	0.103	0.102	0.103	0.129	0.103	0.103	0.103	0.127	0.103	0.100	0.103	0.128	0.103	0.101	0.103
Alberta			0.030	0.099	0.022	0.099	0.034	0.099	0.027	0.099	0.039	0.099	0.026	0.099	0.044	0.099	0.031	0.099
British Columbia			0.109	0.087	0.094	0.087	0.107	0.087	0.092	0.087	0.106	0.087	0.090	0.088	0.104	0.087	0.087	0.088
Some Secondary			-0.141	0.135	-0.137	0.135	-0.136	0.135	-0.132	0.135	-0.137	0.135	-0.134	0.135	-0.132	0.135	-0.129	0.135
Secondary Completed			0.086	0.130	0.105	0.131	0.088	0.130	0.107	0.131	0.095	0.130	0.114	0.131	0.096	0.130	0.115	0.131
Some College			0.148	0.151	0.129	0.153	0.151	0.151	0.131	0.153	0.152	0.151	0.137	0.153	0.155	0.151	0.139	0.153
College Completed			0.186	0.133	0.163	0.134	0.190	0.133	0.167	0.134	0.191	0.133	0.173	0.134	0.195	0.133	0.177	0.134
Some University			0.143	0.150	0.146	0.151	0.146	0.150	0.148	0.151	0.143	0.150	0.149	0.151	0.146	0.150	0.152	0.151
University Completed			0.272	0.130	0.228	0.132	0.276	0.130	0.231	0.132	0.265	0.130	0.228	0.132	0.269	0.130	0.231	0.132
Observations	3,226		2,629		2,629		2,629		2,629		2,629		2,629		2,629		2,629	

TABLE 45

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations — Young Adults

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.116	0.088	0.098	0.102	0.139	0.103	0.100	0.102	0.139	0.102	-0.159	0.088	-0.235	0.101	-0.321	0.103	-0.236	0.101	-0.320	0.103
Men					0.550	0.119			0.543	0.120					0.467	0.122			0.460	0.122
Full-Time					-0.161	0.143			-0.161	0.143					-0.205	0.147			-0.203	0.147
Seasonal					0.052	0.107			0.050	0.107					0.141	0.106			0.146	0.107
Exhaust-8							-0.064	0.317	-0.022	0.320							-0.403	0.352	-0.382	0.353
Exhaust-4							-0.895	0.731	-0.840	0.733							0.197	0.419	0.234	0.420
Exhaust-2							-0.366	0.351	-0.210	0.354							-0.387	0.342	-0.332	0.346
Entitlement			-0.002	0.005	-0.004	0.005	-0.004	0.006	-0.006	0.006			0.001	0.005	0.000	0.005	-0.001	0.006	-0.002	0.006
Minority			-0.069	0.398	0.004	0.400	-0.076	0.398	-0.002	0.400			0.033	0.461	0.203	0.465	0.032	0.4[illegible]	0.200	0.465
Married			-0.002	0.110	0.106	0.112	-0.010	0.110	0.097	0.112			-0.217	0.112	-0.117	0.115	-0.219	0.113	-0.122	0.115
Unemployment Rate			0.017	0.011	0.017	0.011	0.017	0.011	0.017	0.011			0.020	0.011	0.021	0.011	0.020	0.011	0.020	0.011
Newfoundland			-0.282	0.224	-0.284	0.227	-0.276	0.224	-0.284	0.228			-0.130	0.232	-0.152	0.233	-0.120	0.232	-0.147	0.234
P.E.I.			0.188	0.234	0.113	0.238	0.195	0.234	0.117	0.239			0.128	0.258	0.066	0.261	0.125	0.258	0.065	0.261
Nova Scotia			-0.031	0.259	-0.110	0.265	-0.022	0.260	-0.103	0.265			0.278	0.246	0.152	0.251	0.284	0.246	0.157	0.251
New Brunswick			0.096	0.249	-0.017	0.252	0.112	0.249	-0.008	0.253			0.394	0.250	0.241	0.254	0.387	0.250	0.236	0.254

TABLE 45 (continued)

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations — Young Adults

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Quebec			-0.058	0.217	-0.077	0.219	-0.049	0.218	-0.075	0.219			-0.113	0.232	-0.131	0.232	-0.111	0.232	-0.128	0.233
Manitoba			0.273	0.218	0.150	0.223	0.301	0.220	0.167	0.225			0.379	0.226	0.313	0.227	0.383	0.226	0.315	0.228
Saskatchewan			0.065	0.226	0.003	0.229	0.060	0.226	-0.001	0.229			0.170	0.232	0.080	0.233	0.165	0.232	0.078	0.233
Alberta			0.000	0.213	-0.079	0.215	0.002	0.213	-0.080	0.216			-0.091	0.224	-0.158	0.226	-0.093	0.224	-0.158	0.226
British Columbia			-0.074	0.213	-0.092	0.214	-0.065	0.214	-0.087	0.215			0.173	0.221	0.134	0.221	0.190	0.222	0.150	0.222
Some Secondary			-0.174	0.476	-0.244	0.476	-0.170	0.476	-0.247	0.476			0.537	0.731	0.270	0.734	0.557	0.732	0.285	0.735
Secondary Completed			0.181	0.465	0.124	0.465	0.192	0.465	0.126	0.465			0.887	0.722	0.661	0.726	0.915	0.723	0.682	0.726
Some College			0.145	0.478	0.139	0.479	0.164	0.479	0.146	0.479			0.935	0.731	0.704	0.734	0.959	0.731	0.721	0.734
College Completed			0.219	0.471	0.256	0.470	0.234	0.471	0.259	0.470			0.957	0.728	0.757	0.730	0.981	0.728	0.775	0.731
Some University			0.338	0.485	0.358	0.485	0.356	0.486	0.362	0.485			0.903	0.735	0.728	0.736	0.934	0.735	0.750	0.737
University Completed			0.382	0.489	0.558	0.490	0.404	0.490	0.565	0.490			1.048	0.737	0.985	0.739	1.072	0.738	1.001	0.739
Observations	597		482		482		482		482		593		478		478		478		478	

TABLE 46

Total Impact of Bill C-12 (Q97/04–Q95/04)
Recipiency Durations — Young Adults

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	-0.042	0.087	-0.136	0.098	-0.162	0.100	-0.137	0.098	-0.160	0.100
Men					0.314	0.123			0.305	0.123
Full-Time					-0.292	0.141			-0.288	0.141
Seasonal					0.240	0.105			0.242	0.106
Exhaust-8							0.128	0.270	0.117	0.271
Exhaust-4							-0.100	0.486	-0.130	0.486
Exhaust-2							-0.455	0.359	-0.423	0.357
Entitlement			0.000	0.005	-0.003	0.005	-0.001	0.005	-0.004	0.005
Minority			-0.100	0.298	-0.037	0.300	-0.109	0.298	-0.048	0.301
Married			-0.174	0.110	-0.100	0.112	-0.175	0.110	-0.105	0.112
Unemployment Rate			0.013	0.011	0.015	0.011	0.012	0.011	0.015	0.011
Newfoundland			-0.211	0.223	-0.200	0.226	-0.192	0.223	-0.189	0.226
P.E.I.			-0.144	0.238	-0.163	0.240	-0.139	0.238	-0.160	0.240
Nova Scotia			0.389	0.251	0.350	0.253	0.387	0.251	0.345	0.253
New Brunswick			0.100	0.238	0.018	0.240	0.110	0.238	0.026	0.240
Quebec			0.074	0.218	0.163	0.219	0.073	0.218	0.160	0.219
Manitoba			0.427	0.210	0.392	0.212	0.434	0.210	0.399	0.212
Saskatchewan			0.294	0.214	0.245	0.215	0.301	0.214	0.252	0.215
Alberta			-0.042	0.216	-0.003	0.216	-0.042	0.216	-0.002	0.216
British Columbia			0.097	0.202	0.085	0.202	0.116	0.203	0.106	0.204
Some Secondary			-0.932	0.602	-0.786	0.603	-0.938	0.602	-0.795	0.603
Secondary Completed			-0.392	0.593	-0.215	0.595	-0.394	0.593	-0.224	0.595
Some College			-0.445	0.607	-0.209	0.610	-0.458	0.607	-0.228	0.611
College Completed			-0.464	0.598	-0.286	0.600	-0.465	0.598	-0.293	0.600
Some University			-0.417	0.609	-0.185	0.613	-0.405	0.609	-0.183	0.612
University Completed			-0.383	0.613	-0.083	0.619	-0.383	0.613	-0.091	0.620
Observations	632		508		508		508		508	

TABLE 47

Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations — Young Adults

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.159	0.098	0.207	0.112	0.207	0.112	0.216	0.112	0.219	0.113	0.208	0.134	0.203	0.134	0.220	0.135	0.218	0.135
Men					0.342	0.124			0.342	0.124			0.340	0.124			0.340	0.124
Full-Time					-0.319	0.134			-0.324	0.133			-0.318	0.134			-0.324	0.133
Seasonal					0.177	0.140			0.178	0.140			0.168	0.140			0.168	0.140
Remain-8											-0.289	0.254	-0.270	0.254	-0.285	0.254	-0.266	0.254
Remain-4											-0.367	0.319	-0.346	0.319	-0.364	0.319	-0.342	0.319
Remain-2											-0.198	0.232	-0.176	0.233	-0.204	0.232	-0.183	0.233
Exhaust-8							0.088	0.300	0.102	0.300					0.086	0.300	0.099	0.300
Exhaust-4							-0.119	0.483	-0.145	0.483					-0.122	0.483	-0.149	0.483
Exhaust-2							0.555	0.297	0.562	0.295					0.551	0.296	0.557	0.294
Entitlement			0.006	0.006	0.005	0.006	0.011	0.007	0.009	0.007	0.006	0.006	0.005	0.006	0.010	0.007	0.009	0.007
Minority			-0.505	0.298	-0.571	0.301	-0.488	0.298	-0.557	0.301	-0.507	0.299	-0.573	0.301	-0.491	0.299	-0.560	0.301
Married			-0.062	0.121	0.011	0.127	-0.061	0.121	0.009	0.127	-0.062	0.121	0.009	0.127	-0.062	0.121	0.008	0.127
Unemployment Rate			-0.004	0.012	-0.003	0.012	-0.003	0.012	-0.002	0.012	-0.004	0.012	-0.003	0.012	-0.003	0.012	-0.002	0.012

TABLE 47 (continued)
Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations — Young Adults

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			-0.496	0.261	-0.488	0.261	-0.483	0.261	-0.480	0.261	-0.492	0.261	-0.485	0.261	-0.480	0.261	-0.476	0.261
P.E.I.			0.026	0.251	0.037	0.252	0.023	0.251	0.031	0.252	0.033	0.251	0.046	0.252	0.030	0.252	0.040	0.252
Nova Scotia			-0.150	0.261	-0.162	0.262	-0.135	0.261	-0.152	0.262	-0.150	0.261	-0.161	0.262	-0.135	0.261	-0.151	0.262
New Brunswick			-0.311	0.272	-0.322	0.273	-0.325	0.273	-0.340	0.273	-0.310	0.273	-0.320	0.273	-0.325	0.273	-0.338	0.273
Quebec			0.067	0.237	0.064	0.238	0.072	0.237	0.066	0.238	0.080	0.238	0.076	0.238	0.086	0.238	0.078	0.238
Manitoba			0.133	0.257	0.139	0.258	0.133	0.257	0.136	0.257	0.144	0.258	0.149	0.258	0.144	0.258	0.147	0.258
Saskatchewan			-0.131	0.259	-0.121	0.259	-0.121	0.259	-0.111	0.259	-0.133	0.259	-0.123	0.259	-0.122	0.259	-0.112	0.260
Alberta			0.079	0.257	0.109	0.257	0.079	0.257	0.106	0.258	0.082	0.257	0.113	0.258	0.081	0.257	0.109	0.258
British Columbia			0.193	0.248	0.217	0.248	0.171	0.248	0.192	0.249	0.200	0.248	0.224	0.249	0.178	0.248	0.200	0.249
Some Secondary			0.539	1.027	0.544	1.028	0.613	1.028	0.625	1.030	0.517	1.029	0.524	1.030	0.590	1.030	0.603	1.031
Secondary Completed			0.873	1.023	0.900	1.023	0.932	1.024	0.963	1.024	0.851	1.025	0.880	1.025	0.909	1.025	0.941	1.026
Some College			1.071	1.034	1.069	1.035	1.108	1.035	1.107	1.036	1.049	1.036	1.045	1.037	1.085	1.036	1.081	1.038
College Completed																		
Some University			0.460	1.044	0.550	1.045	0.521	1.045	0.618	1.046	0.431	1.046	0.521	1.047	0.491	1.046	0.587	1.048
University Completed			1.041	1.022	1.088	1.026	1.095	1.022	1.149	1.027	1.017	1.024	1.064	1.028	1.070	1.024	1.123	1.028
Observations	550		449		449		449		449		449		449		449		449	

TABLE 48

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations — Adults (25+)

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.106	0.037	0.089	0.041	0.103	0.042	0.089	0.041	0.103	0.042	-0.002	0.036	0.026	0.040	0.001	0.041	0.026	0.040		
Men					0.162	0.047			0.162	0.047					0.179	0.045				
Full-Time					-0.216	0.063			-0.215	0.063					-0.258	0.063				
Seasonal					0.398	0.044			0.398	0.044					0.437	0.044				
Exhaust-8							-0.050	0.140	-0.061	0.140							0.038	0.134	0.030	0.134
Exhaust-4							-0.058	0.208	-0.076	0.208							0.081	0.201	0.066	0.201
Exhaust-2							-0.217	0.149	-0.224	0.149							-0.264	0.153	-0.306	0.153
Entitlement			0.000	0.002	0.000	0.002	0.000	0.002	-0.001	0.002			0.002	0.002	0.002	0.002	0.002	0.002	0.001	0.002
Minority			-0.399	0.139	-0.377	0.139	-0.394	0.139	-0.372	0.139			-0.147	0.127	-0.104	0.127	-0.150	0.127	-0.107	0.127
Married			0.090	0.046	0.112	0.046	0.090	0.046	0.111	0.046			0.073	0.044	0.079	0.044	0.073	0.044	0.078	0.044
Unemployment Rate			-0.002	0.005	0.000	0.005	-0.003	0.005	0.000	0.005			0.001	0.004	0.003	0.004	0.000	0.004	0.002	0.004
Newfoundland			-0.223	0.092	-0.263	0.092	-0.224	0.092	-0.265	0.092			-0.126	0.094	-0.182	0.094	-0.125	0.094	-0.182	0.094
P.E.I.			0.062	0.094	0.006	0.095	0.058	0.094	0.001	0.095			0.090	0.098	0.006	0.099	0.091	0.098	0.006	0.099
Nova Scotia			-0.023	0.091	-0.094	0.091	-0.027	0.091	-0.099	0.091			0.091	0.089	0.004	0.090	0.090	0.089	0.002	0.090
New Brunswick			-0.128	0.092	-0.182	0.092	-0.130	0.092	-0.183	0.092			0.028	0.089	-0.030	0.089	0.027	0.089	-0.030	0.089

TABLE 48 (continued)

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations — Adults (25+)

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Quebec			0.073	0.081	0.069	0.081	0.070	0.081	0.066	0.081			0.205	0.081	0.189	0.081	0.205	0.081	0.188	0.081
Manitoba			0.144	0.089	0.120	0.089	0.142	0.089	0.118	0.089			0.065	0.089	0.044	0.089	0.064	0.089	0.043	0.089
Saskatchewan			0.285	0.089	0.233	0.090	0.283	0.089	0.231	0.090			0.357	0.088	0.277	0.088	0.357	0.088	0.277	0.088
Alberta			-0.047	0.093	-0.045	0.093	-0.050	0.093	-0.049	0.093			0.030	0.094	0.023	0.094	0.028	0.094	0.021	0.094
British Columbia			-0.107	0.090	-0.134	0.090	-0.109	0.090	-0.136	0.090			-0.123	0.088	-0.144	0.088	-0.123	0.088	-0.143	0.088
Some Secondary			-0.016	0.083	0.017	0.083	-0.018	0.083	0.016	0.083			-0.082	0.081	-0.085	0.081	-0.082	0.081	-0.086	0.081
Secondary Completed			0.108	0.082	0.175	0.083	0.106	0.083	0.173	0.083			-0.010	0.080	0.035	0.080	-0.009	0.080	0.036	0.080
Some College			-0.021	0.111	0.098	0.112	-0.023	0.111	0.096	0.112			-0.150	0.116	-0.026	0.117	-0.151	0.116	-0.026	0.117
College Completed			0.044	0.091	0.178	0.092	0.043	0.091	0.177	0.092			-0.091	0.088	0.018	0.089	-0.090	0.088	0.019	0.089
Some University			0.014	0.125	0.150	0.126	0.011	0.125	0.147	0.126			-0.148	0.116	-0.008	0.117	-0.150	0.116	-0.010	0.117
University Completed			0.083	0.097	0.241	0.098	0.080	0.097	0.238	0.098			-0.087	0.095	0.068	0.096	-0.086	0.095	0.068	0.096
Observations	3,622		2,969		2,969		2,969		2,969		3,602		2,946		2,946		2,946		2,946	

TABLE 49

Total Impact of Bill C-12 (Q97/04–Q95/04)

Recipiency Durations — Adults (25+)

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.106	0.037	0.116	0.041	0.106	0.041	0.117	0.041	0.106	0.041
Men					0.164	0.046			0.164	0.046
Full-Time					-0.216	0.065			-0.216	0.065
Seasonal					0.411	0.044			0.411	0.044
Exhaust-8							0.103	0.134	0.100	0.134
Exhaust-4							0.163	0.199	0.152	0.199
Exhaust-2							-0.005	0.150	-0.012	0.149
Entitlement			0.005	0.002	0.004	0.002	0.005	0.002	0.004	0.002
Minority			-0.351	0.113	-0.281	0.113	-0.351	0.113	-0.280	0.113
Married			0.066	0.045	0.071	0.045	0.066	0.045	0.071	0.045
Unemployment Rate			-0.004	0.005	-0.004	0.005	-0.004	0.005	-0.004	0.005
Newfoundland			-0.262	0.094	-0.286	0.094	-0.260	0.094	-0.285	0.094
P.E.I.			-0.001	0.097	-0.038	0.098	0.000	0.097	-0.037	0.098
Nova Scotia			-0.033	0.091	-0.068	0.092	-0.033	0.092	-0.068	0.092
New Brunswick			-0.115	0.094	-0.134	0.094	-0.114	0.094	-0.134	0.094
Quebec			0.006	0.085	0.040	0.085	0.007	0.085	0.040	0.085
Manitoba			0.078	0.090	0.099	0.090	0.079	0.090	0.100	0.090
Saskatchewan			0.333	0.088	0.295	0.089	0.334	0.088	0.295	0.089
Alberta			-0.035	0.092	-0.020	0.092	-0.034	0.092	-0.020	0.093
British Columbia			-0.152	0.089	-0.155	0.089	-0.152	0.089	-0.154	0.089
Some Secondary			0.068	0.085	0.085	0.085	0.068	0.085	0.085	0.085
Secondary Completed			0.136	0.085	0.191	0.085	0.136	0.085	0.191	0.085
Some College			0.037	0.114	0.134	0.115	0.037	0.114	0.134	0.115
College Completed			0.155	0.093	0.272	0.094	0.154	0.093	0.272	0.094
Some University			0.053	0.121	0.190	0.122	0.053	0.121	0.189	0.122
University Completed			0.093	0.100	0.266	0.102	0.093	0.100	0.266	0.102
Observations	3,616		2,971		2,971		2,971		2,971	

TABLE 50

Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations — Adults (25+)

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.019	0.038	0.039	0.043	0.038	0.043	0.039	0.043	0.039	0.043	0.043	0.162	0.055	0.162	0.040	0.162	0.052	0.162
Men					0.027	0.047			0.026	0.047			0.026	0.047			0.025	0.047
Full-Time					-0.442	0.047			-0.443	0.047			-0.442	0.047			-0.443	0.047
Seasonal					0.261	0.053			0.261	0.053			0.263	0.053			0.263	0.053
Remain-8											-0.226	0.194	-0.248	0.194	-0.237	0.194	-0.260	0.194
Remain-4											-0.772	0.368	-0.791	0.369	-0.783	0.369	-0.804	0.369
Remain-2											-0.018	0.167	-0.033	0.167	-0.016	0.167	-0.030	0.167
Exhaust-8							0.007	0.139	0.012	0.139					0.003	0.139	0.006	0.139
Exhaust-4							0.122	0.195	0.126	0.195					0.122	0.195	0.127	0.196
Exhaust-2							0.130	0.144	0.151	0.144					0.149	0.144	0.171	0.144
Entitlement			-0.003	0.002	-0.002	0.002	-0.002	0.002	-0.002	0.002	-0.003	0.002	-0.002	0.002	-0.002	0.002	-0.002	0.002
Minority			-0.269	0.107	-0.231	0.107	-0.271	0.107	-0.233	0.107	-0.270	0.107	-0.232	0.107	-0.272	0.107	-0.234	0.108
Married			0.103	0.048	0.075	0.049	0.104	0.048	0.075	0.049	0.103	0.048	0.074	0.049	0.104	0.048	0.075	0.049
Unemployment Rate			0.001	0.005	0.001	0.005	0.001	0.005	0.001	0.005	0.001	0.005	0.001	0.005	0.001	0.005	0.001	0.005

TABLE 50 (continued)

Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations — Adults (25+)

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			-0.099	0.091	-0.116	0.091	-0.099	0.091	-0.116	0.091	-0.101	0.091	-0.118	0.091	-0.101	0.091	-0.118	0.091
P.E.I.			0.027	0.101	0.016	0.102	0.028	0.101	0.016	0.102	0.028	0.101	0.016	0.102	0.029	0.101	0.017	0.102
Nova Scotia			0.018	0.087	0.012	0.088	0.018	0.087	0.012	0.088	0.018	0.087	0.012	0.088	0.018	0.087	0.012	0.088
New Brunswick			-0.065	0.092	-0.075	0.092	-0.064	0.092	-0.074	0.092	-0.065	0.092	-0.076	0.092	-0.064	0.092	-0.075	0.092
Quebec			-0.072	0.084	-0.104	0.084	-0.072	0.084	-0.103	0.084	-0.073	0.084	-0.105	0.084	-0.073	0.084	-0.104	0.084
Manitoba			0.042	0.090	0.010	0.090	0.043	0.090	0.011	0.090	0.042	0.090	0.010	0.090	0.043	0.090	0.011	0.090
Saskatchewan			0.142	0.098	0.099	0.098	0.143	0.098	0.100	0.098	0.142	0.098	0.099	0.098	0.143	0.098	0.100	0.098
Alberta			-0.054	0.096	-0.051	0.096	-0.052	0.096	-0.048	0.096	-0.054	0.096	-0.051	0.096	-0.051	0.096	-0.047	0.096
British Columbia			0.005	0.082	0.000	0.082	0.005	0.082	0.000	0.082	0.004	0.082	0.000	0.082	0.004	0.082	0.000	0.082
Some Secondary																		
Secondary Completed			0.150	0.113	0.152	0.113	0.151	0.113	0.153	0.113	0.150	0.113	0.153	0.113	0.151	0.113	0.153	0.113
Some College			0.196	0.138	0.180	0.140	0.199	0.138	0.183	0.140	0.196	0.138	0.180	0.140	0.200	0.138	0.183	0.140
College Completed			0.223	0.116	0.209	0.118	0.225	0.116	0.210	0.118	0.222	0.116	0.208	0.118	0.224	0.116	0.209	0.118
Some University			0.259	0.135	0.245	0.137	0.260	0.135	0.245	0.137	0.259	0.135	0.245	0.137	0.260	0.135	0.245	0.137
University Completed			0.314	0.114	0.291	0.115	0.316	0.114	0.293	0.115	0.314	0.114	0.292	0.115	0.317	0.114	0.294	0.115
Observations	3,518		2,858		2,858		2,858		2,858		2,858		2,858		2,858		2,858	

TABLE 51

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations — Part-Time Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.067	0.090	0.077	0.102	0.081	0.103	0.075	0.102	0.080	0.103	0.062	0.091	0.049	0.106	0.010	0.106	0.047	0.106	0.008	0.106
Men					0.223	0.122			0.222	0.122					0.067	0.121			0.067	0.121
Youth (<= 25)					0.035	0.142			0.034	0.142					0.033	0.150			0.035	0.150
Seasonal					0.300	0.127			0.297	0.127					0.386	0.124			0.385	0.124
Exhaust-8							-0.723	0.480	-0.695	0.481							-0.104	0.398	-0.108	0.398
Exhaust-4							-0.478	0.612	-0.464	0.613							0.380	0.497	0.368	0.498
Exhaust-2							0.042	0.350	0.062	0.350							0.147	0.387	0.134	0.388
Entitlement			-0.002	0.005	-0.003	0.005	-0.003	0.005	-0.003	0.005			0.003	0.005	0.003	0.005	0.004	0.005	0.004	0.005
Minority			-0.864	0.421	-0.874	0.424	-0.854	0.421	-0.864	0.424			-0.508	0.304	-0.434	0.307	-0.508	0.305	-0.433	0.307
Married			0.061	0.108	0.134	0.114	0.061	0.108	0.133	0.114			-0.052	0.111	0.006	0.118	-0.051	0.111	0.007	0.118
Unemployment Rate			-0.004	0.011	-0.005	0.011	-0.005	0.011	-0.005	0.011			0.007	0.011	0.006	0.011	0.007	0.011	0.006	0.011
Newfoundland			-0.032	0.213	-0.034	0.216	-0.030	0.213	-0.031	0.216			-0.148	0.219	-0.248	0.225	-0.146	0.219	-0.246	0.225
P.E.I.			0.140	0.243	0.162	0.245	0.139	0.243	0.161	0.245			0.207	0.260	0.247	0.262	0.205	0.261	0.247	0.262
Nova Scotia			-0.751	0.259	-0.774	0.261	-0.750	0.259	-0.772	0.261			-0.336	0.229	-0.398	0.231	-0.340	0.229	-0.401	0.231
New Brunswick			-0.051	0.212	-0.044	0.212	-0.048	0.212	-0.041	0.212			-0.057	0.217	-0.087	0.219	-0.057	0.217	-0.086	0.219

TABLE 51 (continued)

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations — Part-Time Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Quebec			-0.045	0.195	-0.002	0.197	-0.045	0.195	-0.002	0.197			-0.013	0.186	0.023	0.189	-0.015	0.186	0.021	0.189
Manitoba			-0.016	0.192	0.015	0.193	-0.016	0.192	0.014	0.193			-0.170	0.198	-0.184	0.197	-0.172	0.198	-0.186	0.198
Saskatchewan			0.245	0.213	0.239	0.215	0.247	0.213	0.241	0.215			0.050	0.215	0.043	0.215	0.051	0.215	0.044	0.215
Alberta			-0.214	0.235	-0.164	0.238	-0.216	0.235	-0.167	0.238			-0.276	0.258	-0.222	0.259	-0.275	0.258	-0.220	0.259
British Columbia			-0.052	0.207	-0.049	0.209	-0.046	0.207	-0.043	0.209			-0.277	0.212	-0.271	0.213	-0.278	0.212	-0.272	0.214
Some Secondary			0.023	0.286	0.084	0.288	0.022	0.286	0.084	0.288			-0.257	0.319	-0.290	0.321	-0.249	0.320	-0.282	0.321
Secondary Completed			0.163	0.276	0.262	0.280	0.166	0.277	0.266	0.280			-0.190	0.311	-0.168	0.314	-0.181	0.312	-0.160	0.315
Some College			-0.090	0.309	0.073	0.315	-0.089	0.310	0.074	0.315			-0.303	0.352	-0.221	0.357	-0.296	0.352	-0.215	0.357
College Completed			0.210	0.285	0.346	0.289	0.214	0.285	0.350	0.289			-0.237	0.320	-0.184	0.323	-0.233	0.320	-0.181	0.323
Some University			0.361	0.351	0.505	0.355	0.360	0.351	0.505	0.355			-0.280	0.362	-0.208	0.368	-0.271	0.363	-0.201	0.369
University Completed			0.415	0.299	0.559	0.303	0.415	0.299	0.559	0.303			0.188	0.327	0.256	0.330	0.199	0.328	0.265	0.331
Observations	602		486		486		486		486		568		455		455		455		455	

TABLE 52
Impact of Phase I of Bill C-12 (Q96/04–Q95/04) Recipiency Durations — Part-Time Workers

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.134	0.092	0.117	0.107	0.080	0.108	0.121	0.107	0.084	0.108
Men					0.006	0.125			0.007	0.125
Youth (<= 25)					-0.024	0.145			-0.026	0.145
Seasonal					0.388	0.123			0.383	0.123
Exhaust-8							-0.725	0.481	0.286	0.462
Exhaust-4							0.276	0.462	-0.160	0.364
Exhaust-2							-0.171	0.364	-0.080	0.148
Entitlement			0.001	0.005	-0.001	0.005	0.000	0.005	-0.002	0.005
Minority			-0.280	0.304	-0.194	0.306	-0.281	0.304	-0.195	0.306
Married			-0.059	0.111	-0.039	0.120	-0.059	0.111	-0.039	0.120
Unemployment Rate			-0.011	0.012	-0.010	0.012	-0.011	0.012	-0.010	0.012
Newfoundland			0.028	0.218	-0.002	0.219	0.025	0.218	-0.005	0.219
P.E.I.			0.133	0.257	0.140	0.257	0.133	0.257	0.139	0.257
Nova Scotia			-0.509	0.243	-0.537	0.244	-0.507	0.243	-0.535	0.244
New Brunswick			0.034	0.237	0.063	0.238	0.034	0.237	0.063	0.238
Quebec			-0.138	0.206	-0.029	0.209	-0.139	0.206	-0.031	0.210
Manitoba			-0.060	0.221	-0.017	0.222	-0.062	0.221	-0.019	0.222
Saskatchewan			0.205	0.227	0.238	0.229	0.205	0.227	0.239	0.229
Alberta			-0.284	0.259	-0.186	0.263	-0.287	0.259	-0.190	0.263
British Columbia			-0.274	0.217	-0.223	0.219	-0.268	0.217	-0.216	0.219
Some Secondary			0.053	0.363	0.186	0.365	0.042	0.363	0.176	0.365
Secondary Completed			0.339	0.353	0.489	0.356	0.326	0.353	0.477	0.356
Some College			0.103	0.397	0.288	0.402	0.086	0.397	0.273	0.403
College Completed			0.310	0.360	0.500	0.367	0.307	0.360	0.496	0.367
Some University			0.384	0.405	0.602	0.412	0.369	0.405	0.587	0.413
University Completed			0.373	0.368	0.555	0.373	0.361	0.368	0.543	0.373
Observations	556		447		447		447		447	

TABLE 53

Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations — Part-Time Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.019	0.038	0.039	0.043	0.038	0.043	0.039	0.043	0.039	0.043	0.043	0.162	0.055	0.162	0.040	0.162	0.052	0.162
Men					0.045	0.084			0.043	0.084			0.044	0.084			0.042	0.084
Youth (<=25)					-0.267	0.115			-0.268	0.115			-0.264	0.115			-0.264	0.115
Seasonal					0.152	0.089			0.154	0.089			0.155	0.089			0.157	0.089
Remain-8											-0.384	0.385	-0.387	0.385	-0.431	0.386	-0.428	0.386
Remain-4											-0.706	0.608	-0.712	0.608	-0.754	0.608	-0.753	0.608
Remain-2											0.292	0.297	0.283	0.297	0.309	0.298	0.306	0.297
Exhaust-8							0.291	0.254	0.300	0.255					0.291	0.255	0.300	0.255
Exhaust-4							0.329	0.365	0.336	0.366					0.365	0.365	0.373	0.366
Exhaust-2							0.654	0.256	0.659	0.257					0.692	0.256	0.694	0.256
Entitlement			-0.006	0.004	-0.006	0.004	-0.003	0.004	-0.003	0.004	-0.006	0.004	-0.006	0.004	-0.003	0.004	-0.003	0.004
Minority			-0.535	0.216	-0.511	0.216	-0.548	0.216	-0.524	0.216	-0.532	0.216	-0.507	0.216	-0.546	0.216	-0.522	0.216
Married			-0.034	0.075	-0.076	0.079	-0.035	0.075	-0.078	0.079	-0.034	0.075	-0.076	0.079	-0.036	0.075	-0.079	0.079
Unemployment Rate			-0.003	0.007	-0.004	0.007	-0.003	0.007	-0.004	0.007	-0.003	0.007	-0.004	0.007	-0.002	0.007	-0.003	0.007

TABLE 53 (continued)

Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations — Part-Time Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			-0.121	0.138	-0.104	0.138	-0.125	0.138	-0.107	0.138	-0.123	0.138	-0.106	0.138	-0.128	0.138	-0.110	0.138
P.E.I.			-0.070	0.181	-0.029	0.181	-0.083	0.181	-0.041	0.181	-0.075	0.181	-0.035	0.181	-0.090	0.181	-0.049	0.181
Nova Scotia			-0.109	0.136	-0.095	0.137	-0.116	0.136	-0.102	0.137	-0.108	0.136	-0.094	0.137	-0.115	0.136	-0.101	0.137
New Brunswick			0.003	0.139	0.024	0.140	-0.001	0.139	0.021	0.140	0.002	0.139	0.023	0.140	-0.002	0.139	0.019	0.140
Quebec			-0.282	0.130	-0.258	0.131	-0.282	0.130	-0.257	0.131	-0.282	0.130	-0.258	0.131	-0.282	0.130	-0.257	0.131
Manitoba			-0.017	0.134	-0.017	0.135	-0.024	0.134	-0.024	0.135	-0.018	0.135	-0.017	0.135	-0.027	0.135	-0.025	0.135
Saskatchewan			-0.041	0.143	-0.022	0.143	-0.044	0.143	-0.025	0.143	-0.042	0.143	-0.023	0.143	-0.045	0.143	-0.025	0.143
Alberta			-0.318	0.164	-0.300	0.164	-0.313	0.164	-0.294	0.164	-0.320	0.164	-0.302	0.164	-0.316	0.164	-0.297	0.164
British Columbia			-0.028	0.133	-0.026	0.133	-0.036	0.133	-0.034	0.133	-0.032	0.133	-0.029	0.133	-0.040	0.133	-0.037	0.133
Some Secondary			-0.089	0.228	-0.067	0.229	-0.076	0.228	-0.055	0.229	-0.088	0.228	-0.067	0.229	-0.074	0.228	-0.053	0.229
Secondary Completed			-0.009	0.223	0.053	0.226	-0.011	0.223	0.051	0.226	-0.009	0.223	0.053	0.226	-0.009	0.223	0.051	0.226
Some College			0.013	0.249	0.093	0.252	0.017	0.249	0.096	0.252	0.012	0.249	0.092	0.252	0.017	0.249	0.096	0.252
College Completed			0.048	0.223	0.121	0.227	0.049	0.223	0.121	0.227	0.051	0.223	0.122	0.227	0.053	0.223	0.124	0.227
Some University			0.119	0.244	0.170	0.246	0.119	0.244	0.169	0.246	0.120	0.244	0.171	0.246	0.121	0.244	0.171	0.246
University Completed			0.054	0.219	0.122	0.222	0.059	0.219	0.125	0.222	0.055	0.219	0.122	0.222	0.062	0.219	0.127	0.222
Observations	1,271		1,024		1,024		1,024		1,024		1,024		1,024		1,024		1,024	

TABLE 54

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations — Full-Time Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.110	0.037	0.091	0.041	0.087	0.040	0.092	0.041	0.108	0.042	-0.034	0.036	-0.018	0.040	-0.042	0.040	-0.018	0.040	-0.042	0.040
Men					0.198	0.046			0.197	0.046					0.233	0.045			0.233	0.045
Youth (<= 25)					0.111	0.062			0.108	0.062					-0.037	0.061			-0.041	0.061
Full-Time																				
Seasonal					0.364	0.044			0.365	0.044					0.407	0.043			0.410	0.043
Exhaust-8							0.005	0.133	-0.004	0.134							-0.012	0.132	-0.022	0.132
Exhaust-4							-0.133	0.210	-0.145	0.211							0.082	0.195	0.074	0.195
Exhaust-2							-0.315	0.149	-0.315	0.149							-0.319	0.149	-0.355	0.149
Entitlement			0.001	0.002	0.000	0.002	0.000	0.002	-0.001	0.002			0.002	0.002	0.002	0.002	0.001	0.002	0.001	0.002
Minority			-0.299	0.139	-0.265	0.139	-0.292	0.139	-0.259	0.139			-0.092	0.133	-0.032	0.134	-0.096	0.133	-0.037	0.134
Married			0.046	0.044	0.094	0.046	0.046	0.044	0.093	0.046			0.043	0.042	0.045	0.044	0.045	0.042	0.045	0.044
Unemployment Rate			0.001	0.004	0.003	0.004	0.000	0.004	0.003	0.004			0.001	0.004	0.003	0.004	0.001	0.004	0.003	0.004
Newfoundland			-0.235	0.093	-0.305	0.093	-0.237	0.093	-0.306	0.093			-0.102	0.094	-0.146	0.095	-0.101	0.094	-0.146	0.095
P.E.I.			0.085	0.094	0.006	0.095	0.080	0.094	0.001	0.095			0.108	0.098	0.012	0.099	0.107	0.098	0.010	0.099
Nova Scotia			0.107	0.091	0.025	0.091	0.101	0.091	0.019	0.091			0.195	0.091	0.113	0.091	0.190	0.091	0.107	0.091
New Brunswick			-0.123	0.094	-0.198	0.095	-0.124	0.094	-0.198	0.095			0.096	0.091	0.039	0.092	0.094	0.091	0.036	0.092

TABLE 54 (Continued)

Decomposition of the Impact of Bill C-12 (Q96/04–Q95/04) — Recipiency Durations — Full-Time Workers

	Phase I										Phase II									
	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Quebec			0.093	0.083	0.065	0.083	0.091	0.083	0.063	0.083			0.208	0.084	0.196	0.084	0.205	0.084	0.192	0.084
Manitoba			0.200	0.091	0.140	0.091	0.199	0.091	0.140	0.091			0.154	0.091	0.134	0.091	0.151	0.091	0.131	0.091
Saskatchewan			0.275	0.090	0.201	0.091	0.271	0.090	0.197	0.091			0.384	0.089	0.302	0.090	0.382	0.089	0.300	0.090
Alberta			0.018	0.091	-0.009	0.091	0.012	0.091	-0.014	0.091			0.066	0.092	0.050	0.092	0.061	0.092	0.044	0.092
British Columbia			-0.092	0.090	-0.136	0.090	-0.094	0.090	-0.137	0.090			-0.045	0.089	-0.061	0.089	-0.045	0.089	-0.060	0.089
Some Secondary			-0.044	0.085	-0.028	0.085	-0.045	0.085	-0.029	0.085			-0.093	0.083	-0.084	0.083	-0.092	0.083	-0.084	0.083
Secondary Completed			0.112	0.084	0.157	0.085	0.111	0.084	0.157	0.085			0.004	0.081	0.054	0.082	0.007	0.081	0.058	0.082
Some College			0.022	0.110	0.108	0.111	0.022	0.110	0.109	0.111			-0.087	0.111	0.029	0.113	-0.086	0.111	0.032	0.113
College Completed			0.016	0.093	0.134	0.094	0.015	0.093	0.133	0.094			-0.076	0.089	0.045	0.090	-0.076	0.089	0.045	0.090
Some University			0.020	0.119	0.135	0.121	0.018	0.119	0.134	0.121			-0.096	0.113	0.062	0.115	-0.096	0.113	0.062	0.115
University Completed			0.012	0.100	0.164	0.102	0.010	0.100	0.162	0.102			-0.142	0.098	0.026	0.099	-0.140	0.098	0.028	0.099
Observations	3,617		2,965		2,965		2,965		2,965		3,627		2,969		2,969		2,969		2,969	

TABLE 55

Total Impact of Bill C-12 (Q97/04–Q95/04)
Recipiency Durations — Full-Time Workers

	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.079	0.037	0.074	0.041	0.067	0.041	0.074	0.041	0.067	0.041
Men					0.189	0.047			0.188	0.047
Youth (<= 25)					-0.061	0.060			-0.061	0.060
Full-Time										0.063
Seasonal					0.403	0.043			0.403	0.043
Exhaust-8							0.197	0.125	0.188	0.125
Exhaust-4							0.081	0.201	0.064	0.201
Exhaust-2							-0.067	0.149	-0.080	0.148
Entitlement			0.005	0.002	0.004	0.002	0.005	0.002	0.004	0.002
Minority			-0.343	0.112	-0.279	0.113	-0.342	0.112	-0.277	0.113
Married			0.060	0.042	0.061	0.044	0.061	0.042	0.062	0.044
Unemployment Rate			-0.001	0.005	0.000	0.005	-0.001	0.005	0.000	0.005
Newfoundland			-0.303	0.094	-0.327	0.095	-0.301	0.094	-0.326	0.095
P.E.I.			-0.026	0.096	-0.076	0.097	-0.024	0.096	-0.075	0.097
Nova Scotia			0.097	0.092	0.072	0.092	0.098	0.092	0.072	0.092
New Brunswick			-0.115	0.094	-0.147	0.094	-0.114	0.094	-0.146	0.094
Quebec			0.034	0.085	0.066	0.085	0.035	0.085	0.066	0.085
Manitoba			0.158	0.089	0.164	0.089	0.160	0.089	0.165	0.089
Saskatchewan			0.343	0.088	0.294	0.088	0.344	0.088	0.295	0.088
Alberta			-0.006	0.090	0.008	0.090	-0.005	0.090	0.008	0.090
British Columbia			-0.099	0.088	-0.110	0.088	-0.099	0.088	-0.110	0.088
Some Secondary			0.025	0.086	0.042	0.086	0.025	0.086	0.043	0.086
Secondary Completed			0.114	0.085	0.175	0.086	0.115	0.086	0.177	0.087
Some College			0.036	0.110	0.138	0.111	0.037	0.110	0.139	0.111
College Completed			0.100	0.094	0.220	0.095	0.101	0.094	0.222	0.095
Some University			0.040	0.116	0.184	0.118	0.041	0.116	0.184	0.118
University Completed			0.025	0.103	0.216	0.105	0.026	0.103	0.217	0.105
Observations	3,692		3,032		3,032		3,032		3,032	

TABLE 56

Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations — Full-Time Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
C-12	0.043	0.044	0.067	0.049	0.081	0.050	0.068	0.049	0.081	0.050	0.078	0.059	0.091	0.059	0.079	0.059	0.092	0.059
Men					0.077	0.051			0.077	0.051			0.077	0.051			0.077	0.051
Youth (<=25)					0.001	0.072			0.002	0.072			0.001	0.072			0.001	0.072
Full-Time																		
Seasonal					0.312	0.060			0.311	0.060			0.313	0.060			0.312	0.060
Remain-8											-0.021	0.116	-0.001	0.116	-0.021	0.116	-0.001	0.116
Remain-4											0.070	0.133	0.091	0.133	0.069	0.133	0.091	0.133
Remain-2											-0.018	0.103	-0.006	0.103	-0.019	0.103	-0.006	0.103
Exhaust-8							-0.048	0.146	-0.052	0.145					-0.048	0.146	-0.052	0.145
Exhaust-4							0.024	0.209	0.017	0.209					0.024	0.209	0.017	0.209
Exhaust-2							0.109	0.149	0.096	0.149					0.109	0.149	0.097	0.149
Entitlement			0.000	0.002	0.000	0.002	0.001	0.003	0.001	0.002	0.000	0.002	0.000	0.002	0.001	0.003	0.001	0.002
Minority			-0.189	0.115	-0.177	0.115	-0.191	0.115	-0.178	0.115	-0.190	0.115	-0.177	0.115	-0.192	0.115	-0.179	0.115
Married			0.132	0.051	0.146	0.054	0.133	0.051	0.147	0.054	0.132	0.051	0.146	0.054	0.133	0.051	0.147	0.054
Unemployment Rate			0.005	0.005	0.005	0.005	0.005	0.005	0.005	0.005	0.004	0.005	0.005	0.005	0.005	0.005	0.005	0.005

TABLE 56 (continued)

Total Impact of Bill C-12 (Q97/02–Q96/02) — Recipiency Durations — Full-Time Workers

Variable	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE	Par	SE
Newfoundland			-0.151	0.109	-0.199	0.110	-0.151	0.109	-0.198	0.110	-0.152	0.109	-0.200	0.110	-0.152	0.109	-0.199	0.110
P.E.I.			0.147	0.111	0.048	0.113	0.148	0.111	0.049	0.113	0.147	0.111	0.047	0.113	0.148	0.111	0.048	0.113
Nova Scotia			0.058	0.105	0.034	0.105	0.059	0.105	0.034	0.105	0.058	0.105	0.034	0.105	0.059	0.105	0.034	0.105
New Brunswick			-0.154	0.111	-0.206	0.112	-0.154	0.111	-0.206	0.112	-0.158	0.111	-0.210	0.112	-0.158	0.111	-0.210	0.112
Quebec			0.056	0.100	0.008	0.100	0.057	0.100	0.009	0.100	0.055	0.100	0.006	0.100	0.056	0.100	0.007	0.100
Manitoba			0.061	0.110	0.037	0.110	0.062	0.110	0.038	0.110	0.060	0.110	0.035	0.110	0.062	0.110	0.036	0.110
Saskatchewan			0.150	0.118	0.121	0.119	0.152	0.118	0.122	0.119	0.149	0.118	0.119	0.119	0.150	0.118	0.120	0.119
Alberta			0.113	0.109	0.085	0.109	0.115	0.109	0.087	0.109	0.112	0.109	0.085	0.109	0.114	0.109	0.086	0.109
British Columbia			0.096	0.096	0.043	0.097	0.096	0.096	0.043	0.097	0.096	0.096	0.043	0.097	0.096	0.096	0.043	0.097
Some Secondary			-0.040	0.132	-0.007	0.133	-0.038	0.132	-0.005	0.133	-0.040	0.132	-0.006	0.133	-0.037	0.132	-0.004	0.133
Secondary Completed			0.183	0.128	0.225	0.129	0.184	0.128	0.227	0.129	0.183	0.128	0.226	0.129	0.185	0.128	0.228	0.129
Some College			0.235	0.156	0.294	0.157	0.237	0.156	0.296	0.157	0.235	0.156	0.294	0.157	0.237	0.156	0.296	0.157
College Completed			0.170	0.135	0.233	0.136	0.171	0.135	0.234	0.136	0.171	0.135	0.234	0.136	0.172	0.135	0.235	0.136
Some University			0.076	0.159	0.165	0.161	0.078	0.159	0.167	0.161	0.077	0.159	0.167	0.161	0.080	0.159	0.169	0.161
University Completed			0.326	0.132	0.414	0.134	0.328	0.132	0.415	0.134	0.327	0.132	0.414	0.134	0.329	0.132	0.416	0.134
Observations	2,797		2,283		2,283		2,283		2,283		2,283		2,283		2,283		2,283	

Appendix B: Figures

FIGURE 1

Survival Rates — Unemployment Durations
Complete Sample

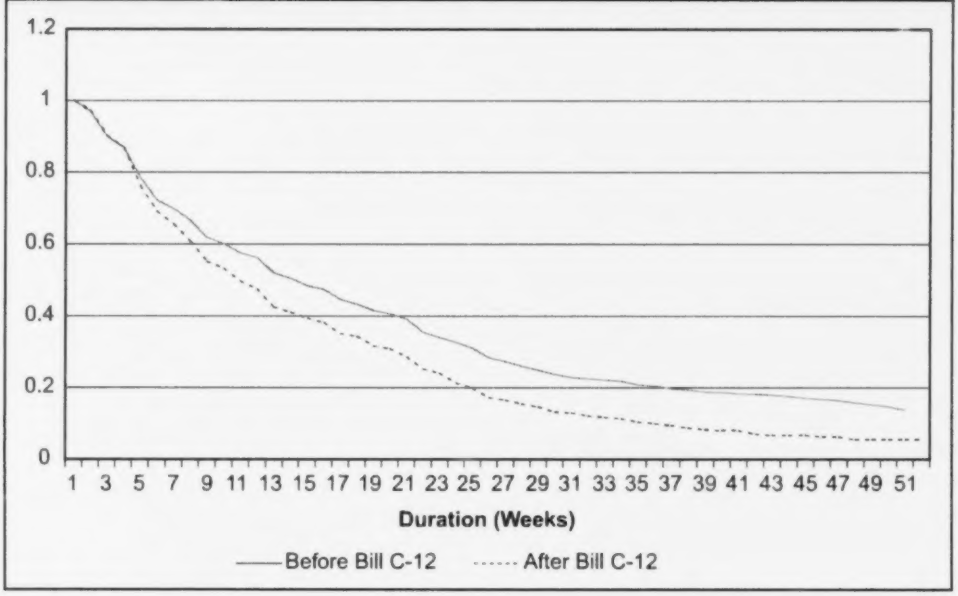

FIGURE 2
Survival Rates — Unemployment Durations
Women

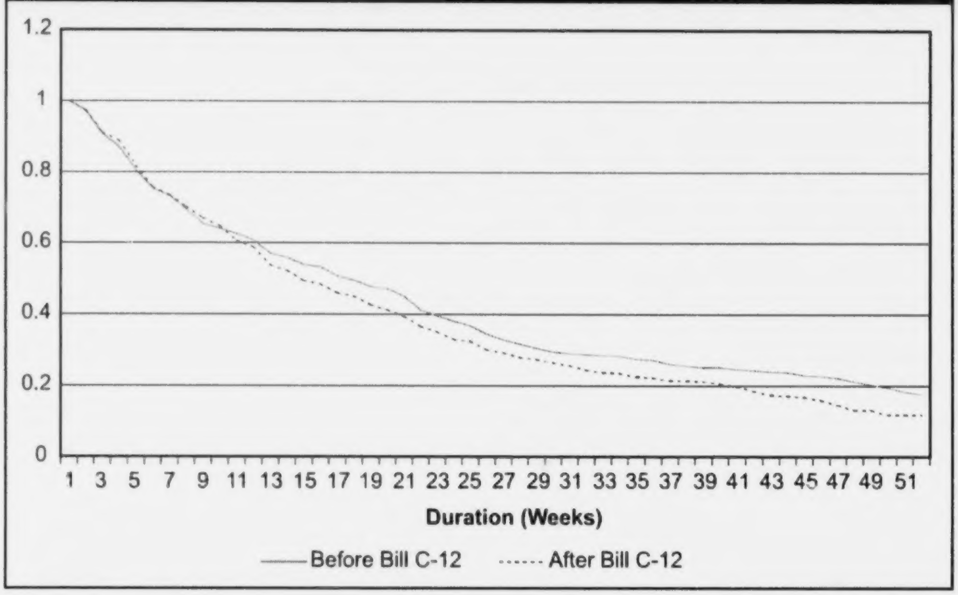

FIGURE 3
Survival Rates — Unemployment Durations
Men

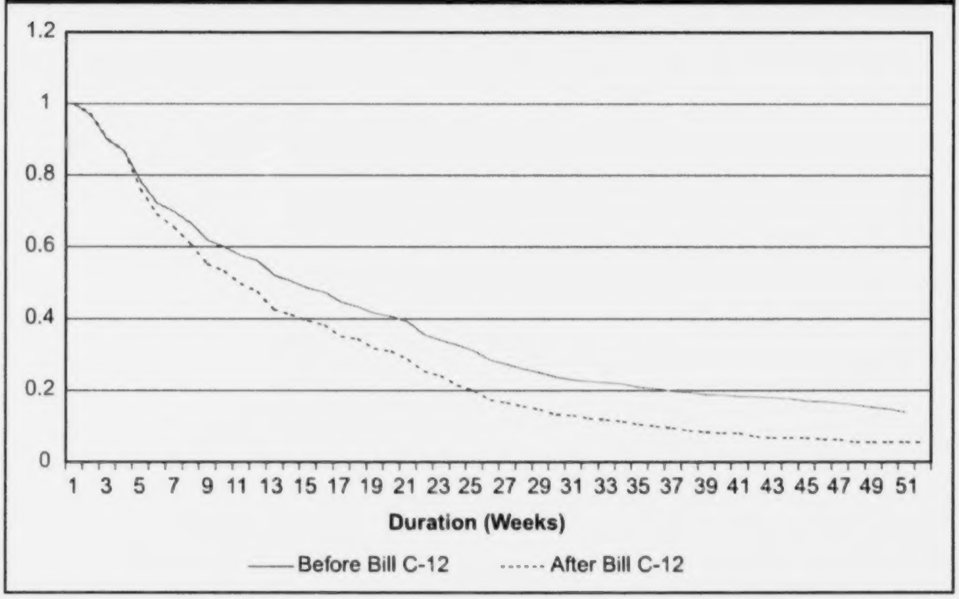

FIGURE 4

Survival Rates — Unemployment Durations
Seasonal Workers

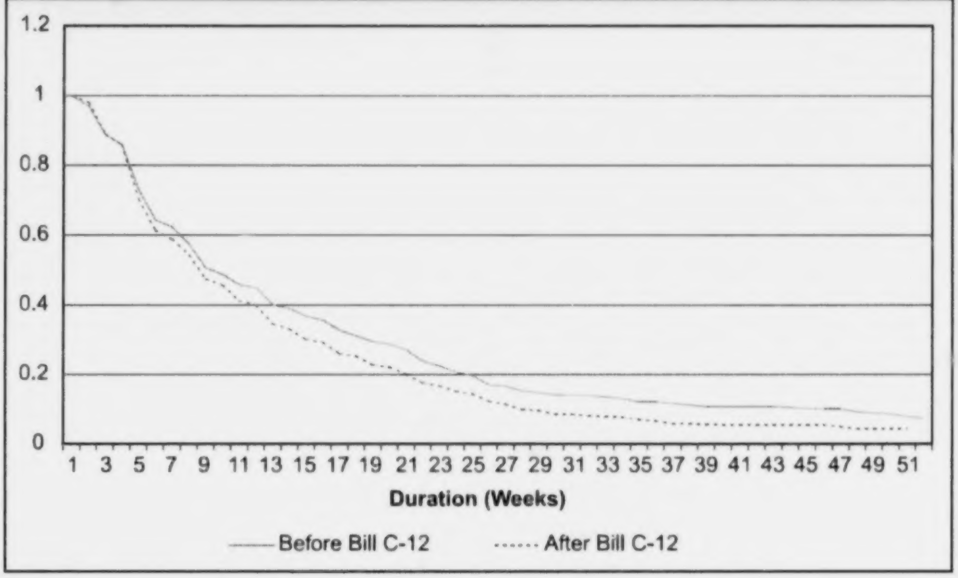

FIGURE 5

Survival Rates — Unemployment Durations
Non-Seasonal Workers

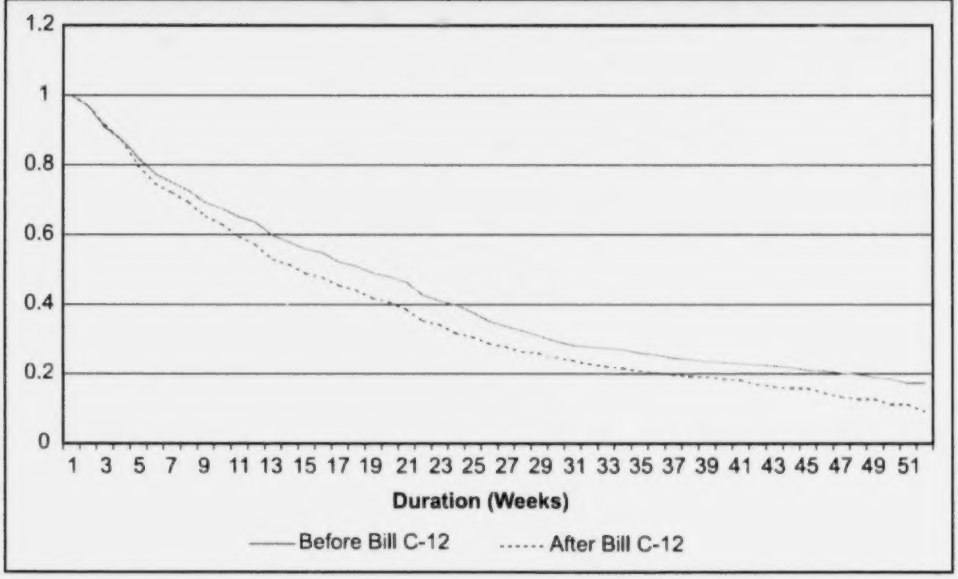

FIGURE 6
Survival Rates — Unemployment Durations
Young Adults (25 or less)

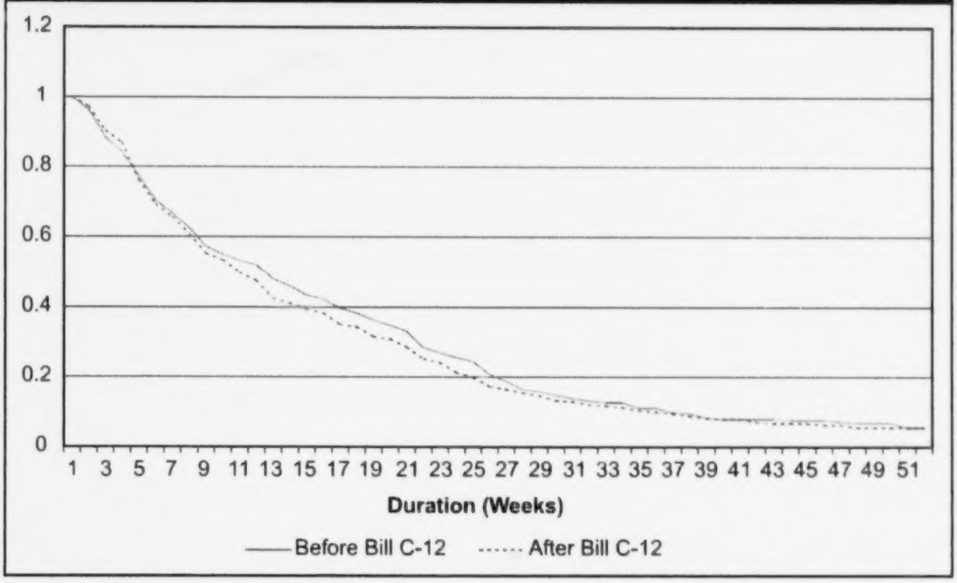

FIGURE 7
Survival Rates — Unemployment Durations
Adults (25+)

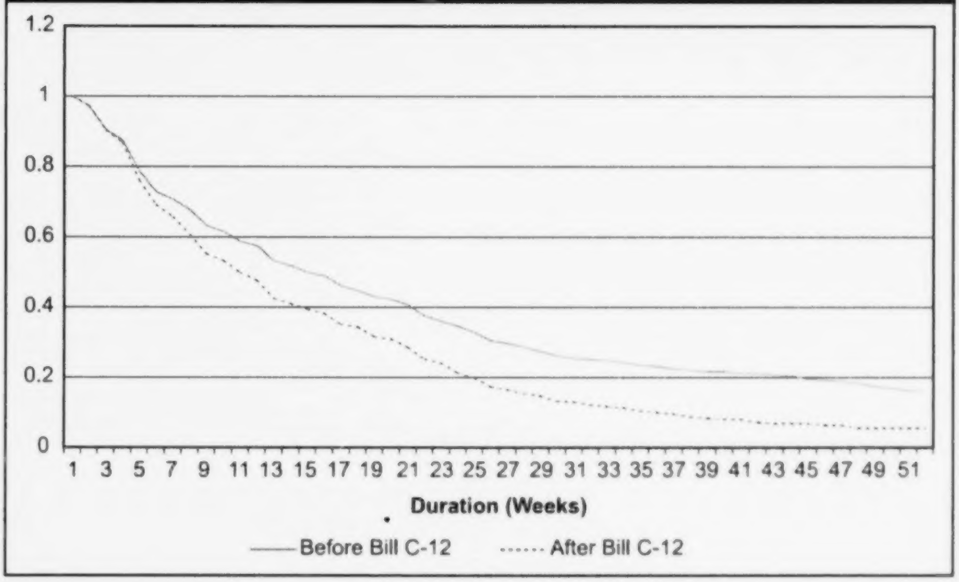

FIGURE 8
Survival Rates — Unemployment Durations
Part-Time Workers

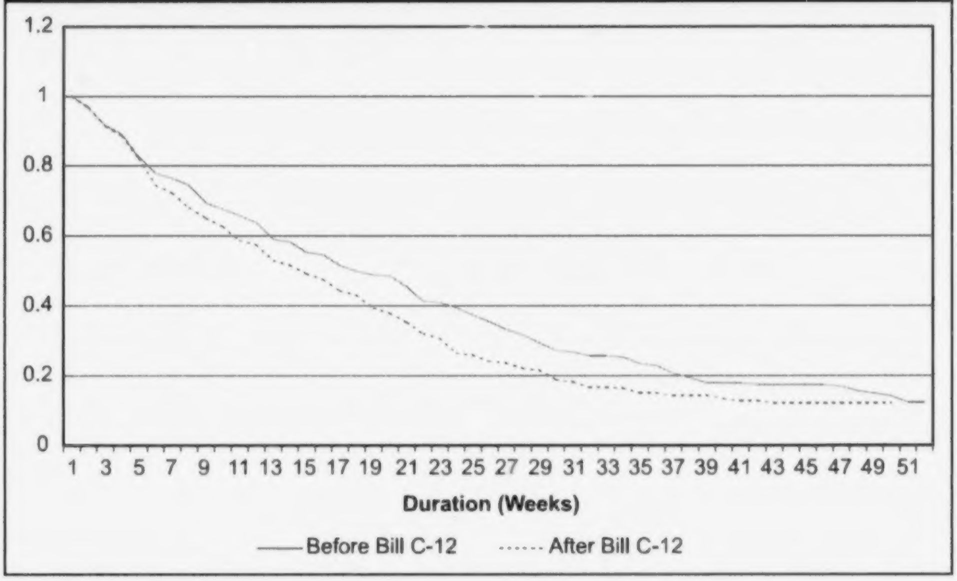

FIGURE 9
Survival Rates — Unemployment Durations
Full-Time Workers

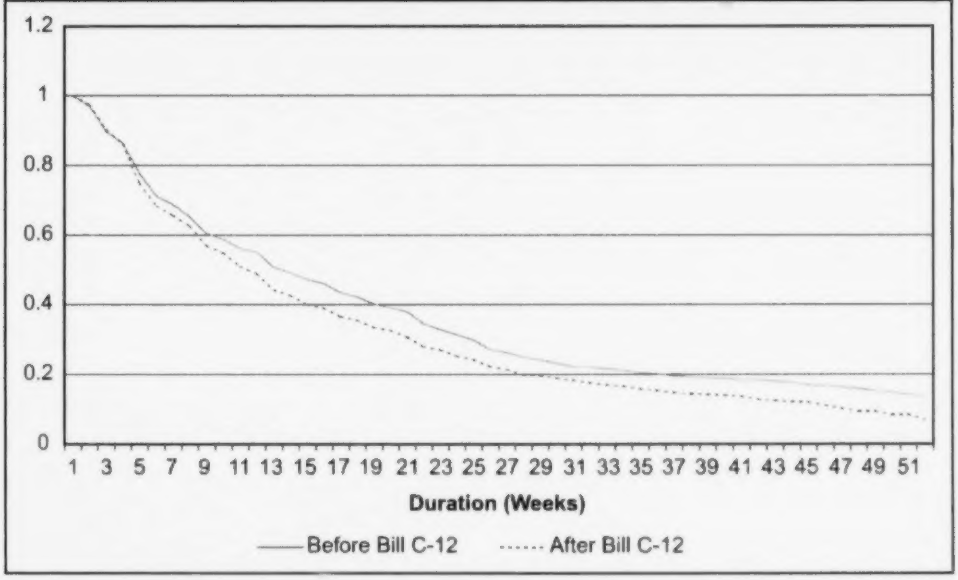

FIGURE 10
Survival Rates — Recipiency Durations
Complete Sample

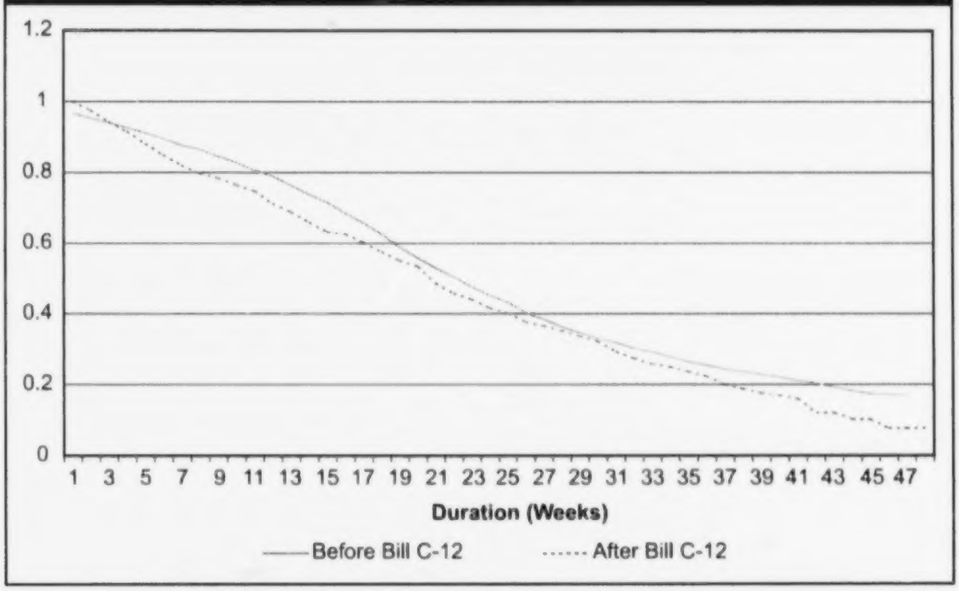

FIGURE 11
Survival Rates — Recipiency Durations
Women

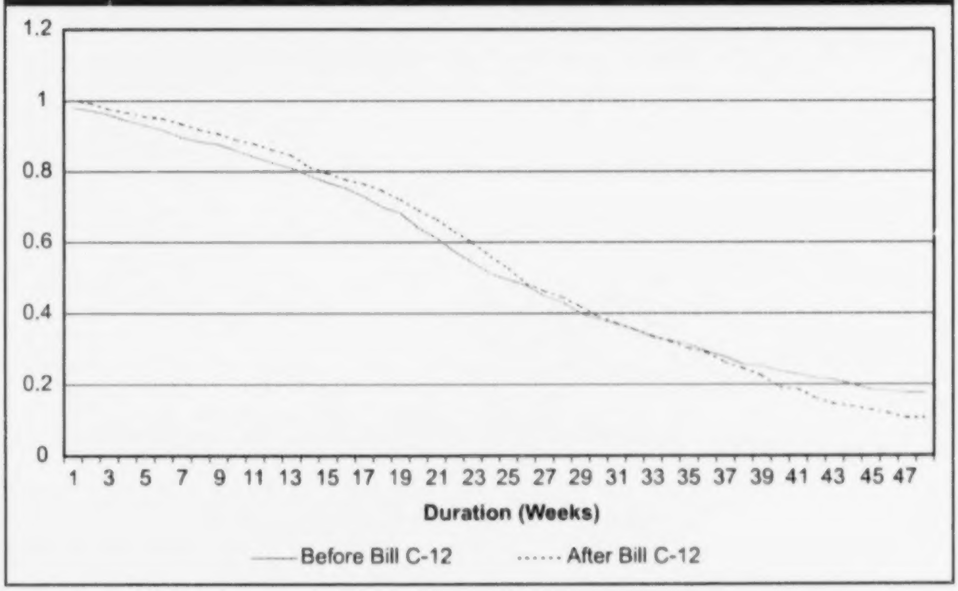

FIGURE 12
Survival Rates — Recipiency Durations
Men

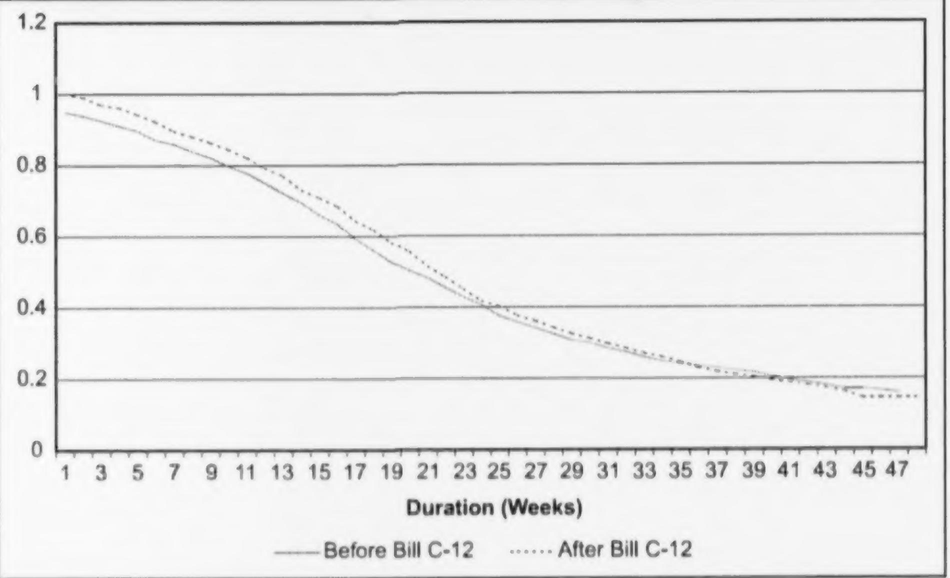

FIGURE 13
Survival Rates — Recipiency Durations
Seasonal Workers

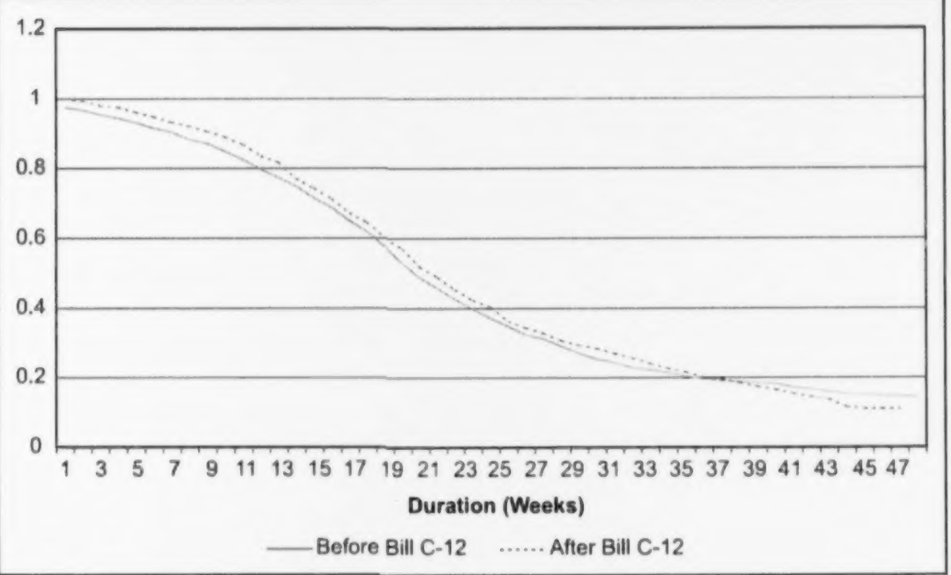

FIGURE 14
Survival Rates — Recipiency Durations
Non-Seasonal Workers

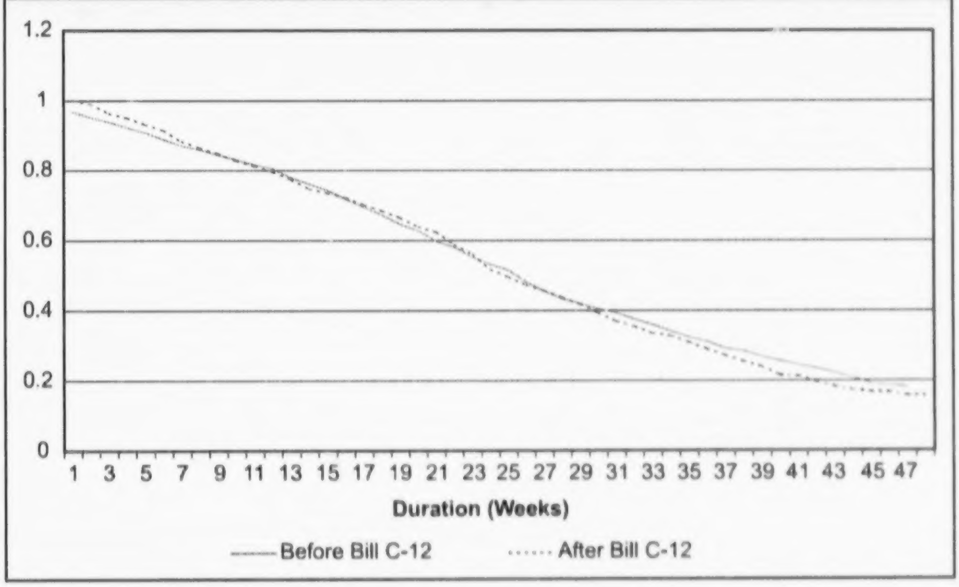

FIGURE 15
Survival Rates — Recipiency Durations
Young Adults (25 or less)

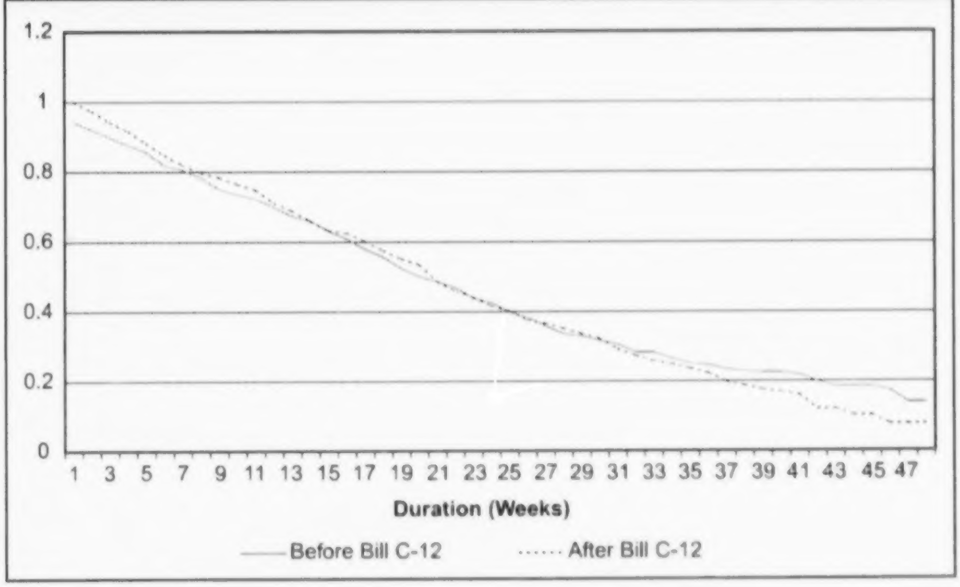

FIGURE 16
Survival Rates — Recipiency Durations
Adults (25+)

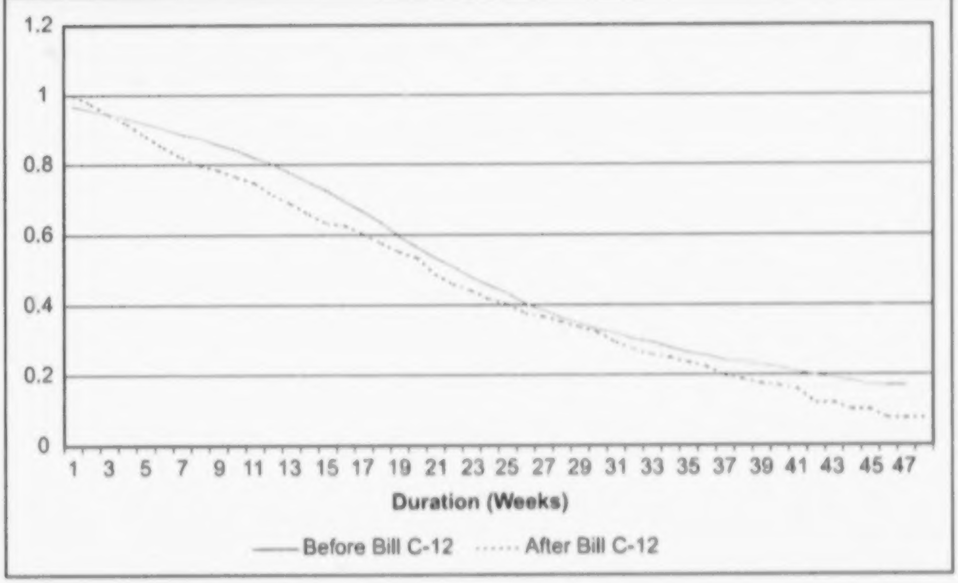

FIGURE 17
Survival Rates — Recipiency Durations
Part-Time Workers

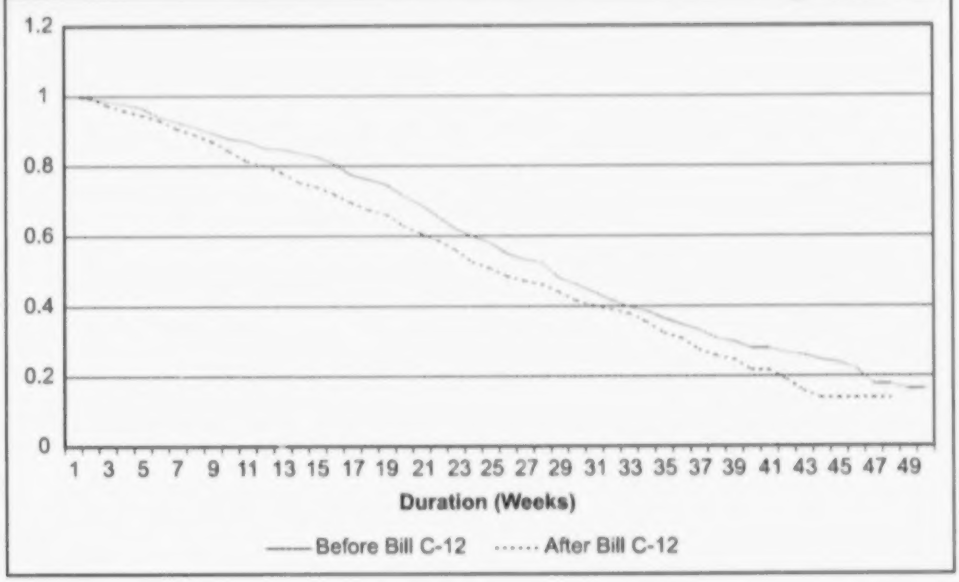

FIGURE 18
Survival Rates — Recipiency Durations
Full-Time Workers